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# The AMERICAN TEACHER

DEMOCRACY IN EDUCATION . . . EDUCATION FOR DEMOCRACY

Vol. 4—No. 3

66

CHICAGO 4, ILLINOIS

JANUARY, 1958

## Living Costs Void Raises

### Minneapolis Locals Vote Merger Move for Stronger Position Under New Bargaining Law

MINNEAPOLIS, Minn.—Members of the Minneapolis Federation of Women Teachers, Local 59, and the Minneapolis Federation of Men Teachers, Local 238, have voted that the Locals shall merge.

President Selma Larson of the Women's announced at press time that the count in a referendum shows 97 per cent for the merger. President A. James Heller of the Men's, said 87 per cent of the men teachers voted for the step.

#### Working Out Details

Charles E. Boyer, executive secretary of both Locals, said committees were now being set up to work out merger details, including a constitution, charter, assets, dues and disposition of the dual officers.

The committees were to recommend a plan to effect the

Turn to Page 2

### New Per Capita Schedule In New Year

CHICAGO, Ill.—A new schedule of per capita dues payable by Locals to the American Federation of Teachers became effective (Jan. 1, 1958) this New Year.

The monthly per capita tax effective that date is 55 cents for each member with salary under \$5,500; sixty cents for each with salary from \$5,500 to \$6,000, and 65 cents for each member with a salary of more than \$6,000. President Carl J. Megel said the revision will en-

Turn to Page 2



Leaders confer on plans for merger of Minneapolis Men's and Women's Locals: From left, Selma Larson, president of Local 59; Joan Thomas, Local 59 member, and A. James Heller, president of Local 238.

### AFT Survey Shows Need, Teacher Union

CHICAGO, Ill.—A critical need for increased implementation of the action program of the American Federation of Teachers, including collective bargaining, is shown by its September, 1957, salary survey report just issued.

In and between the lines of statistics, schedules and analyses by Miss Mary Herrick, research director, are clear evidences of breakdown in profes-

A more detailed analysis of this current salary survey will be published in the February issue of the American Teacher magazine under Miss Herrick's signature.

sional standards, and increasing public neglect of those who teach the nation's children. The report shows:

1) The national average of salary gains effective this year outstripped by increases in the cost of living, and

2) Continued employment of teachers not only without BA degrees, but below the standards set by state minimum wage laws for teachers, many of which require only two years of college, and some no training at all.

Miss Herrick's report included salary schedules from 60 per cent of the districts of 10,000 population or more, including: all those of over 400,000 population; 93 percent of those of 100,000 to 399,999; 77 percent from 30,000 to 99,999, and 30 percent of those from 10,000 to 29,999 population.

#### Larger Cities Gain

Teachers in the 50,446 districts nationwide experienced a loss, in terms of salary and cost of living increases. While the cost of living went up 3.5 percent, salaries advanced only 2.6 percent. Salary increases in middle-sized and larger cities leveled off slightly more, resulting in a small but inadequate net gain.

Five hundred and fifty-six superintendents reported salary increases in their districts ranging from nominal amounts to

Turn to Page 2

## Illinois Tenure Law is Upheld

### National Implications Seen In 4-Year Waukegan Victory

OTTAWA, Ill.—A nearly 4-year court battle backed by the AFT defense fund to sustain the Illinois tenure law and get their jobs back for two Lake county (Ill.) member-teachers ended here in a victory having national implications.

The state appellate court ruled sharply for the re-instatement of Homer Hanksen and Avis Youngberg in the Waukegan Township high school by reversing the Lake county circuit court which sustained their dismissal.

The case, which has been to the state supreme court and back to where it started, was fought through five courts by John Ligtenberg of Chicago, AFT general counsel and attorney for the teachers. The effect is that the Waukegan school board must find another

technicality on which to appeal or reinstate the teachers and pay them for salary losses totaling \$10,000.

Turn to Page 2



Mr. Ligtenberg

### World Events Increase Need For Federal Aid to Schools

By Selma Borchardt\*

WASHINGTON, D. C.—Let there be no question about this: Federal Aid for Education is absolutely essential today in a number of fields. This will be true for many years, permanently perhaps.

Recent international events have alerted the nation to the need for a much larger number of scientists, particularly men and women

who are capable of research of the highest type.

But the leaders in public life who are now demanding Federal funds for scholarships and research centers for turning out such persons, have lost sight of the fact that talented research workers must have experienced a background of adequate training before their rise to the level of postgraduate research.

One even hears talk of providing Federal funds for research

Turn to Page 8



Miss Borchardt

\*Vice-president and Washington representative, American Federation of Teachers.

### Eighty-Five Summer Study Tours, This Year's Listing

Eighty-five separate 1958 tours are summarized in the 7th annual listing of international

summer study opportunities, prepared for the American Teacher by Richard J. Brett, co-chairman of the International Relations committee of the American Federation of Teachers.

The summary, as usual, reflects changing world conditions. During the coming summer three tours will concentrate on Africa; last year only one program featured Africa. This year one tour program lists Russia only; two other study tours include Russia, and one school offers an optional trip to Russia. Last year only one tour included Russia.

#### Fewer to Europe

With five fewer European tours listed this year, a reduction in country listings could be expected. The largest proportion

Turn to Page 10

### Chicago, New York Teachers May Arrive Late in Hawaii

Story, Page 6



## Per Capita

From Page 1

able the AFT to finance its expanded national activities and services, as well as those to state Federations, Locals and members.

### Adopted Last Year

It was adopted by last year's Chicago convention, and is to remain in effect until Jan. 1, 1959, when each affiliated Local will pay to the national office a monthly per capita of 60 cents per member.

The per capita clause providing a 25-cents a month tax for each member who is a part-time teacher, substitute, retired teacher, a teacher on leave or a member-at-large through a state Federation, has been deleted from the schedule.

Per capita dues, an announcement of the current schedule said, must come under one of the three salary categories. New per capita report and payment forms have been sent Local treasurers.

## Liability Insurance

The forms also include a section for report and payment of 2 cents per month per member for the group occupational liability insurance underwritten by Lloyds of London, while the AFT pays the remainder of the premium.

The plan became effective Oct. 1. It was underwritten by the AFT for the months of October, November and December, last year, and participating Locals are reimbursing the AFT at 8 cents per member for the quarter. Megel pointed out:

A) Payments (for the insurance) must cover the same number of members and be for the same month as the per capita report, and

B) Insurance should not be paid in advance of the month on which membership per capita is paid.

Under the Lloyds plan, only members whose names and addresses are on file in the National Office will be considered insured. "This makes it vitally important," Megel said, "that all Locals send correct and up-to-date membership lists to the National Office. Only Locals in good standing may secure the insurance for their members."

## Services to Locals

A new leaflet, "AFT Group Occupational Liability Insurance," explaining the plan and answering 9 questions most frequently asked about it, has been issued by the National Office.

It is of especial interest to non-members, and contains a page calling attention to the fact that the insurance is only one of the many benefits and services of the AFT through Locals to members. Other benefits listed are:

- "(1) Aid in negotiations for better salaries, working conditions, and fringe benefits.
- "(2) A defense fund for the protection of teachers' rights.
- "(3) Washington representation, and assistance in state legislation and local regulations.
- "(4) Subsidies to state federations for legislation, organization, and teacher welfare.
- "(5) Research, surveys of salaries, pensions, tenure, discipline, et cetera.
- "(6) Field representatives to

aid members at state and local levels.

"(7) Public relations and publicity counsel and assistance, national, state, and local.

"(8) Subscriptions to American Teacher magazine and American Teacher newspaper, included in dues.

"(9) AFL-CIO affiliation assuring members the support of their state and local labor bodies.

"(10) A broad and many-faceted program to improve American education and educational standards, as well as professional standards and the professional status of teachers."

## Salary Survey

From Page 1

more than \$700 a year. Thirty-three percent upped salaries in "token" monthly amounts, totaling less than \$300. Only 5 percent reported increases of \$700 or more.

### Schedules Vary

Salary charts from city to city, including those adjoining, remained a crazy-quilt of non-uniformity, and while generally higher in the northern, far-western, mid-western, and eastern states, continued in the sub-basement in most of the old south.

Highest BA starting salaries in the country were as previously reported in the American Teacher, \$4,902 in East Chicago, Ind., and \$4,800 in a Skokie, Ill., high school district, both negotiated by AFT Locals, the East Chicago Teachers Federation, Local 511, and the Niles Township High School Federation of Teachers, Local 1274.

These, however, are "considerably more than unusual." Nineteen of the 32 cities of more than 400,000 population were still paying BA teachers less than \$4,000 a year to start.

### Tie for Low

Mississippi salaries continued in the nation's sub-basement. Columbus, Clarksdale and McComb, Miss., shared the doubtful distinction of paying the nation's lowest BA starting salaries, \$2,350 a year, or less than \$200 a month on a calendar basis.

California was the only state with all reporting cities (62) showing BA beginning salaries of \$4,000 a year or better. In Michigan, all but four of 49 districts were paying Bachelors \$4,000 or more their first year. The starting salaries in others ranging irregularly down to the Mississippi low.

Most ominous threat to educational standards, however, was the fact that 29 states issue some kind of teaching certificates to persons with less than a BA degree. Eighteen list pay schedules for 2 years of training, and thirteen for teachers with one year of college.

### No College Training

Kentucky, Louisiana, Tennessee and Texas authorize state-supported salaries for teachers with no training beyond high school.

Fringe benefits such as sick leave, severance pay, and so on, while generally lacking, made some gains, many in cities with AFT locals. Legislation in 25 states has made it possible for teachers to vote on whether they want social security.

Sabbatical leaves, in most cases with half pay, were re-

ported in effect by 28.1 of the districts participating in the survey. A new Kansas law authorizes school boards to provide housing for teachers.

Seventy-two districts provide extra increments for veteran teachers, obviously in an effort to keep them on the job rather than encourage retirement.

### Ominous to Future

"Career teachers who have spent the necessary time and money for BA and MA degrees, as well as in some cases PhDs," declared AFT President Carl J. Megel, "may well look upon the conditions exposed by the survey as ominous to their future."

"Qualified teachers who want to stay in the profession find their jobs cut out for them. Our choice is between the proven union methods that have lifted other professions out of low estate and the inertia that will result in further decline."

"It is unthinkable that we stand by complacently while teaching undergoes a further lowering of standards, competition within its ranks from the unqualified, and additional national loss of world leadership by an untutored generation to come."

## Minneapolis

From Page 1

merger at membership meetings this month. Upon approval of the plan, it was expected that complete merger would be accomplished in February.

Although both Locals have worked together with joint committees on all major issues during the last few years, a great deal of duplication and red tape was expected to be eliminated.

### Bargaining Law Factor

Credited as one of the major factors spurring merger sentiment in both Locals, is the new Minnesota collective bargaining law which provides machinery and procedures for bargaining, and the election of bargaining agents for public employee groups.

The merger places the teachers' Locals in strong position to become the bargaining agent for Minneapolis teachers, and a vigorous membership campaign is expected should the question be raised.

## Illinois Tenure

From Page 1

ing thousands of dollars.

Ligtenberg contemplated additional legal maneuvers by the board as unlikely, and considered the appellate court's decision as firmly establishing the effectiveness of the state tenure law.

Hankensen and Miss Youngberg were dismissed along with others when students were moved from their school to a new North Chicago high school. "The board acted," Ligtenberg said, "without regard for their seniority and tenure rights."

### Tenure Sole Issue

Their case found its way, tediously, to the supreme court, which held that the appellate court enroute had not properly considered the tenure issue and remanded it.

The appellate court faced the mandate to rule on the tenure issue squarely. It did so, by considering that the sole issue was whether the trial court erred in refusing to consider the demands of the two tenure teach-



A window display designed by the members of La Crosse (Wis.) Federation of Teachers, Local 652, attracted sharp attention when displayed in a downtown photo shop window recently. The light of education was focused on a school child holding a sign on which the AFT motto, "Democracy in Education . . . Education for Democracy" appeared. Local 652 members who planned the window were Raymond Sherin, Dorothy Fregin, Margaret Miller, Glorieux Rayburn and Shirley Bergin. The banner was made by Art Teacher and Member Anthony Zimmerhaki.

## Boston Union Teachers Work For Nine School Reforms

BOSTON, Mass.—The Boston Teachers Union, Local 66, under the leadership of its president, James J. Doherty, and other officers is working toward nine goals for improved teacher welfare in the city.

The program, worked out by the Local's policy committee and adopted for "action or study" contains recommendations that:

- 1) Teachers have a 30-minute duty-free lunch period, and that a committee be set up to study the best manner of achieving it.
- 2) Every junior and senior high school teacher have at least one free period each day which shall be completely free from supervisory responsibility.
- 3) In schools organized to accommodate a six-period day, no teacher is to have more than four daily teaching assignments; in schools with seven-period programs, no more than five.
- 4) In schools where extra assignments are deemed necessary by school administrators, such extra duties shall be assigned and rotated among all the teachers equally. The list of extra assignments shall

be distributed to all teachers in turn in each such school.

5) The headmasters, and principals of elementary and junior high schools shall be requested to submit to the superintendent's office lists of necessary non-teaching duties which they customarily expect teachers to perform.

6) Administrators are urged to enlist teacher ideas and suggestions in the formation of school policies. Teacher meetings, for instance, should be conducted in a democratic manner with a voice for all.

7) Elementary supervisors and supervisors of special subjects shall bring to the teachers they supervise new methods, outlines or procedures, suggestions on approved materials and equipment, and shall demonstrate teaching techniques in the classroom.

8) Within two weeks of the assistant superintendent's visit, each teacher be notified by mail of the rating given her work; any rating below A-1 is to be explained in full.

9) The superintendent be asked to distribute to all teaching and administrative personnel a copy of the discipline code, originally proposed by the union, and accepted by the school committee in June last year.

ers for preference over non-tenure teachers.

No reviewing court in the state had previously passed on the question. The three judges signing the opinion wrote:

"The legislature has . . . declared the public policy of this state to be that in cases such as this, qualified tenure teachers are to be preferred over qualified non-tenure teachers."

In reversing the order of the Lake County circuit court and remanding the case back to it, the appellate court called for "further proceedings consistent with this opinion."

### Affects Other Cases

Ligtenberg said the appellate

court's ruling has national implications because of its bearing on a half-dozen similar cases pending under tenure laws in other states.

"Additionally," he said, "no other court case in years has so clearly demonstrated the need for teacher organization without which this case could not have been pressed so effectively."

The various trials and appeals in the Hankenson-Youngberg case were also supported by the Illinois Federation of Teachers and the Lake County Federation of Teachers, Local 504, to which the two teachers belong.

## Skokie Local Secures Free Choice Policy

SKOKIE, Ill.—The Niles Township High School Federation of Teachers, Local 1274, has secured a gentlemen's agreement with its superintendent that teachers may join professional organizations of their choice without administration interference.

The proposal was presented to the superintendent by Local 1274's welfare committee, and included the provision that such organizations have equal access to school facilities for meetings and communications.

June Todd, the Local's publicity chairman, said the policies were approved by the union, of which Bernard E. Welch is president, before being submitted.

The Niles Township Local this year negotiated the second highest BA starting salary in the country, \$4,800 (American Teacher, September, 1957).





AFT delegates to the second AFL-CIO convention in Atlantic City: From left, Herrick S. Roth of Denver, AFT vice-president; John M. Fewkes, president, Chicago Teachers Union, Local 1; Miss Selma Borchardt of Washington, vice-president; President Carl J. Megel, and F. Earl McGinness of Wilmington, Del., vice-president. Convention actions of interest to union teachers will appear in the February American Teacher magazine.

## Somerville, 1300, Elected To Bargaining Committee

SOMERVILLE, Mass.—The Somerville Federation of Teachers, Local 1300, less than a year old, has been elected by the city's teachers to help represent them on a three-organization bargaining committee.

The election was sponsored by the school committee (board) with the reported hope and intention of eliminating the union as a teachers' representative factor.

Local 1300, because of its youth, was not sure at first that it wanted to get into the contest. A majority of Somerville teachers felt, however, that for bargaining a union was a good thing to have around.

**Won By Safe Margin**  
The union was elected to the joint executive (teachers') committee by a vote of 256 out of the 404 cast. Other organizations similarly named are the Somerville Teachers' club and the Somerville Schoolmen's club.

Raymond J. Izzo, Local 1300's president, led the work resulting in the union's election, and is



Mr. Izzo

the Local's representative on the teachers' bargaining committee.

The election was preceded by School Committee jockeying for advantage, and dispute as to how the name of Local 1300 would appear on the ballot. Afterwards some board members were outwardly not too happy and argued for a new election on technicalities. At press time, however, it was considered only a matter of time until the school and teachers' committees were to meet and get down to business.

### Ask \$1,000 Increase

The teachers filed a letter with the school committee asking for an opportunity to discuss salaries, and will ask for a \$1,000 increase over two years. Current Somerville salaries are from \$3,400 to \$5,000 for Bachelors and \$3,400 to \$5,200 for Masters.

Sally Parker, AFT field representative, aided Local 1300 in its procedures. As the result of the election, the union was publicized and popularized in the community, and gained members, many of whom are recognized as the best teachers in the system.

## New York Att'y Enters Pension Case

ALBANY, N. Y.—The Empire State Federation of Teachers will be supported by the state's attorney general when the Federation's suit to protect teachers

against a 5 per cent reduction in their pensions comes up in the state court of appeals.

The attorney general's office is in the curious position of entering the case amicus curiae as the statutory counsel of the state employees retirement system.

### From Supreme Court

The suit was taken to the appellate court from an adverse decision by the state supreme court, and is brought in the name of Eliot Birnbaum of Syracuse, CSFT president, and Mrs. Mildred Cates, member of the Syracuse Federation of Teachers, Local 905.

The New York State Civil Service Employees association has also entered the case amicus curiae on behalf of its 50,000 members.

### Would Up Allowances

"A victory for us," Birnbaum said, "will increase the retirement allowance of thousands of teachers in the state, and will prevent similar unconstitutional reductions in the future."

## Granite City Votes Better Schools, Pay

GRANITE CITY, Ill.—Added school facilities and pay increases up to \$800 over three years have been assured by a bond issue and tax referendum victory here.

Necessity for the propositions (American Teacher, Sept., 1957) was taken to the voters by the Granite City Federation of Teachers, Local 743, of which Ella Ray Smith is president, and community organizations and leaders.

Jean Curruthers, Local 743's publicity chairman, said the bond issue will assure adequate school facilities for the rapidly increasing enrollments of the area.

The tax increase will provide for the better salaries. Local 743's recent activities also included participation in "Educational Airlift" flights by an airline for teachers and others over the St. Louis area.

## Whom the Shoe Pinches Guides NEA Policy

CHICAGO, Ill.—The National Education Association's attitude toward school board rules and regulations requiring teachers to join particular organizations obviously differs from city to city.

In Butte, Mont., the NEA and the Montana Education Association are in court bitterly opposing a union security clause in the Butte Teachers Union, Local 332 contract being defended by both the union and the school board.

In Grand Forks, N. D., where the school board in its rules for teachers, makes membership in the NEA and the North Dakota Education Association a condition of contract, the NEA and the NDEA are not protesting.

Grand Forks is the home of the Grand Forks Teachers Union, Local 205, and the necessity for paying dues additionally in the non-effective, non-union organization obviously works a hardship and financial waste.

## Hamtramck Pay Lowest Of 40 Cities

HAMTRAMCK, Mich.—The Hamtramck Teacher, publication of the Hamtramck Federation of Teachers, Local 1052, publishes a tabulation of BA and MA maximum salaries in 40 Michigan cities showing that Hamtramck's \$6,100 and \$6,300 are the lowest.

Grosse Pointe leads the list with maximums of \$7,425 and \$7,950. The Hamtramck board recently granted teachers \$15 per year longevity pay, and over the opposition of some, a \$3,000 life insurance policy to each school employee.

## Guild Calls School Board's Hand in 'Blow-Off' Meeting

NEW YORK, N. Y.—Charles Cogen, president of the New York Teachers Guild, Local 2,

withdrew from a meeting with teachers' organizations granted by school officials to consider integration, difficult schools and methods of staffing them, when it became obvious that the officials intended to do no more than let the teachers "blow off steam."

The meeting was set up at the request of the Guild, with President Silver of the board of education and Supt. Jansen representing administration. The latter told the teachers they were willing to "listen to them for an hour."

### Teachers' Agenda Ignored

Cogen had previously presented what amounted to an agenda for sessions and conferences in which major problems would be discussed and solutions arrived at on a mutual basis. Silvers and Jansen gave the teachers to understand that the board would make the decisions and that such decisions were essen-

tially not within the province of the teachers.

Jansen accused Cogen of "wanting a voice in the final settlement." Cogen replied: "Yes indeed, the Guild wants such a voice. The sooner our employers recognize the right of the teachers to have such a negotiating voice, the sooner will we have peace in the school system."

### Protests to Mayor

Following the "conference," Cogen sent a telegram to Mayor Wagner asking the latter to insist that "proper discussion take place" on the issues, adding:

"No self-respecting teacher representative should participate in meaningless meetings which might mislead teachers into thinking there have been negotiations when in fact there have been none."

### Promises Another Meeting

Jansen hastily announced "there would be a subsequent meeting." The Guild said it would be interested in attending, were it a "frank, give and take discussion."

Meanwhile, the Guild announced that it was planning a well-publicized television appeal to the city in January to dramatize the need for salary increases.

## Local 111 Sues Insurance Company-OEA for Conspiracy

PORTLAND, Ore.—The Portland Teachers Union, Local 111, has filed a suit in Multnomah county court here to break up a "conspiracy to discourage teachers from joining the union."

The case is aimed at an alleged policy of the Horace Mann Mutual Casualty company to force teachers to quit the union and join the Oregon Education Association in order to obtain the company's automobile insurance.

### Not Registered

The education association and its executive secretary, Cecil Posey, and the company's state manager, Marble Cook, are made co-defendants in the case.

Miss Phyllis Hutchinson, Local 111 president, said that

while the insurance company is not registered in Oregon as a group company, the education association brought it in as a means of taking members from the union.

The suit charged a conspiracy between the company and the other defendants to limit coverage, despite the company's lack of group status, to education association members. Two state insurance commissioners have also been quoted as saying the company is not a group company.

### Asks \$100,000

The suit, filed by J. Robert Jordan, Portland Teachers Union attorney, asks that the company be restrained from limiting its automobile insurance to education association members, also restrained from encouraging teachers to join the association to get insurance, and that \$100,000 general damages be awarded the union.



Miss Hutchinson

## Kentucky Federation Takes Program to Legislature

CINCINNATI, O.—The Kentucky Federation of Teachers was to go to the Kentucky legislature opening this month, with three major objectives.

The goals, set up at the Federation's convention here recently, are:

- 1) Social security for teachers,
- 2) State revenues for increased teachers' salaries, and
- 3) Defeat of any proposed change in the teacher tenure law.

John M. Fewkes, president of the Chicago Teachers Union, Local 1, in a talk, told delegates to "go home and tell their fellow teachers that it is unprofessional not to belong to a teachers' union."

He declared that teachers are obligated to their families to bargain for salaries that will allow them to live adequately and maintain a standard of living comparable to the responsible positions they hold.

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## For Committee of One Million

By Henry B. Waskow\*

The most recent events in international politics and science must serve to shock us and all America from our smug state of complacency. No longer may we sit back and dream that the American know-how of the past is the world will-do of the future.

It is pointless to quibble over why the America that unlocked the secrets of atomic energy in 1945 seems on the threshold of losing world leadership. It is senseless to heap opprobrium upon any one individual or group.

The plain fact is that every American must bear his share of blame.

This must we confess—somehow, at some time, in too many places, American education was allowed to falter.

Every citizen who grumbled at taxes, every industrialist who grasped at extra profits and every worker who was captivated by a more luxurious standard of living must suffer mortification at having let education fail.

But so must every American educator shoulder some of that responsibility; so must we in education search our hearts as to our part in the threatened ebb of our nation's fortunes.

For too many years we school men and women have let our sins of omission and commission bring education and our country to the verge of misfortune. For too long too many of us have ignored the cry for real educational leadership in our nervous listening for the jangle of door-keys to administrative office. Too many of us have lulled the public with the fiction of a "happy" teaching force and the fraud of untrained "baby-sitting" incompetents.

In suffering these faulty conditions we have let our calling slip to a disgraceful low in prestige. We have failed to keep bright that professional pride which would have drawn from the community such

\*President, Baltimore Teachers Union, Local 340. Adapted from an editorial in the Baltimore Teacher.



Mr. Waskow

respect for education's practitioners as to fill education's ranks with the keenest minds available.

It has now become imperative for us to recognize that the future of America and of the free world lies in the lifting up of American education to the pinnacle of worthy endeavor and that the unlocking of young intelligence needs to be entrusted to the best trained minds of the generation. Only thus can be sown the seed-corn for the education of the future.

It is now, therefore, the task of every classroom teacher in the nation—the task of a committee of One Million—to arouse America. We must stress to the public the value of a nation's education and the value of a community's teachers. We must make school superintendents and boards of education and city councils realize that the withholding of necessary school funds can only mean the shameful betrayal of our future.

We can, and must, restore free education to such a position of strength and power that democratic leadership in science, social philosophy, and divinely-mirrored ideals is never again threatened by degradation.

## If Teachers Weren't People

(Editor's Note: The Reverend Hugh C. White, Jr., Priest of the Episcopal Church and the Bishop's Chaplain for Industry, expressed his approval of the Detroit Federation of Teachers, Local 231, in the Detroit Teacher in these terms.)

If teachers did not have 'o eat;

If teachers could best teach in over-crowded classrooms;

If teachers with financial worries could best serve children;

If teachers did not want to own their own homes and drive cars;

If poor wages and poor working conditions attracted teachers of the highest qualification;

If the "teacher associations" represented the real concerns of the teachers;

If the teachers had a democratic voice in the school system;

If only teachers weren't people . . .

Then the Detroit Federation of Teachers might be unnecessary.

## Why Join the Teachers Union?

By James L. Fitzpatrick\*

1) Because it is a teachers' teachers' organization; that is, it is primarily an organization of classroom teachers.

2) Because the American Federation of Teachers, like the United States of America, is a strong federal union—a strongly-federated union.

3) Because we have strong labor affiliates on the local and state levels, as well as the federation of other teacher unions.

4) Because, with this strength of federation and affiliation, the locals also have freedom and autonomy within the bounds of the AFT constitution.

5) Because the teachers' union believes in leadership and action for the solving of teacher problems and educational issues.

6) Because union teachers have come out of the classroom. They are not content to remain secluded in the ivory towers of the recluse or the academician.

7) Because we believe that teachers ought to be free men and women—not subservient creatures.

8) Because in communities where there is a strong teachers' union supported by a strong organized labor movement, the union has become the most effective organization for teacher welfare.

9) Because the teachers' union, like other AFL-CIO unions, is vitally interested in salaries, working conditions, and other welfare problems of its members, as well as the professional problems of teachers.

10) Because the teachers' union is the most effective and most tireless defender of the public schools against the panaceas and gimmicks being proposed by the cut-cost advocates of today.

11) Because the AFT is providing the most aggressive leadership among teacher organizations for adequate buildings, for properly trained teachers, and for higher standards of education, as well as for the improvement and equalization of educational opportunity through Federal Aid for Education.

\*Vice President, American Federation of Teachers and editor, The Wisconsin Teacher

## The President's Column

By Carl J. Megel

THE LAUNCHING of the Russian Sputniks and the failure of our own "Flopnik" call attention in a most dramatic manner to the neglect and deterioration of the American public school system.

Shameful neglect of our educational system is high-lighted by the failure of the first session of the 85th Congress to pass Federal Aid for Education legislation. It is now more than ever necessary that we use all of our facilities to secure the enactment of Federal aid legislation at this year's session of the Congress.

The Sputniks must be our challenge and the challenge of teachers everywhere. For years, we of the American Federation of Teachers, like voices in the wilderness, have been sounding the alarm trying to arouse the American people to an understanding of the deterioration of their educational system; a deterioration which compels two and one-half million boys and girls to attend school only half days; which permits teachers to be underpaid and classes to be oversized. Sputniks I and II, in spectacular fashion, dramatized what we have been saying for years.

Russia's success in science lies not in its political theories nor in its regimented classrooms, but in the tangible advantages of being a teacher in the Soviet Union. These benefits in the way of higher prestige and pay can be adopted in this country without any change in our system of education.

THE PROBLEM is not one of sacrificing freedom of choice, but of broadening available choice and of awakening in our youth a desire for basic learning and in the re-establishment of fundamental education.

The challenge of the Sputniks for teachers today is to change the inertia (which exists despite screaming headlines) into positive action to produce an American educational system which will be the finest and best in the world.

Such a plan would begin with establishing teacher salaries higher than those paid by industrial employers. It would include an elementary program that will meet the needs of all children. It should contain a realistic and far-reaching program of vocational education, and a high school curriculum to provide training for living in this electronic age.

It must pay especial attention to the needs of the gifted child. All of this within the framework of our democratic ideals and without the abrogation of human rights and privileges!

BUT OUR GREATEST challenge lies not in building military monsters or scientific supermen, but in seeing to it that we also develop masters of language, appreciation of the arts and most of all, a high respect for the humanities which teach the real values of life.

As we travel across this nation, as I have done for the past several years, and see the abundance that God had bestowed upon us, the deplorable neglect of our educational system brings nauseating realization that with the neglect of education also comes deterioration of our democracy. There come to mind conditions in many countries of the world. Many could be used as examples, but Italy best demonstrates the similarity.

We find 10 and 12 year old children working in factories, in Italy, putting in the same hours as adults who work along side, where mothers and women toil for 35 cents an hour from early morning until late at night.

At noon, when we pause, we notice that the food in their lunch box consists of bread alone—only bread; no meat, no cheese, no butter, but bread alone.

Then we think of Rome in all its glory, Caesar and his might; Nero and his opulence and wealth, and we begin to wonder. A little inspection will tell us that in their abundance, these early Romans lived only for the accumulation of greater wealth.

In this process they neglected the education of their youth. They failed to live up to their civic responsibilities. Failing to exercise their hard-fought right of suffrage and education, their freedom was soon lost, their wealth was confiscated and their people placed in bondage and slavery.

WE SAY it cannot happen in America, but let us make sure that it does not happen here. Let us re-build our educational system so that it is second to none in the world. Let us invigorate our political campaigns by the infusion of a dynamic enthusiasm but without compromising any principle of honesty and integrity. These are the tenets of a democracy. This is the price we pay for its blessings.





The Michigan State University Federation of Teachers, Local 1310, was presented with its charter by President Carl J. Megel at an after-class meeting in East Lansing. From left, Frank A. Pinner, the Local's secretary-treasurer; Megel; Grady Mullenix, president; Stoyen Menton and Ken Macrorie, board members.

## Toledo, Local 250, to Mark Its 25 Years of Progress

TOLEDO, O.—It was on a bleak February day in 1933 that 12 Toledo teachers signed their names to the charter that brought the Toledo Federation of Teachers, Local 250, into being.

It was bleak in different ways. It was cold outside, and in the depths of the black depression remembered in many cities for its "payless pay-



Mr. Benson

days" and cuts in teachers' salaries.

History does not record in the vernacular whether the 12 had cold feet from other than holes in the soles of their shoes. But it does verify that it took a valiant teacher to join a union in those days.

### Now Major Local

Today the Toledo Federation of Teachers, Local 250, is one of the foundation stones of the American Federation of Teachers. Next Feb. 8, in the swank Crystal room of the Commodore Perry hotel, in the evening, members and guests will celebrate its Silver anniversary.

Local 250's charter, not too faded, hangs in the Federation office. Recently some of the members dusted it off to better display the names of the Valiant Twelve.

Most of them are still active in the Federation. They are Pierre Pasquier, the first signer and the first president. Others in order are E. B. Featherstone, Bernice Rairdon, Carl Toepfer, Paul Reading, Frederick Vossler, Raymond Lowry, Ralph Swisher, Clyde Kiker, current President Carl A. Benson, Frank Timmons, and Rosemary Featherstone.

### Turned to Labor

This group started planning the Local in 1930, and turned to the AFT with its AFL backing, since the existing teachers' organization to which they had belonged refused to act for the welfare of teachers.

The battle of the new Local at first was "all up-hill," but accomplishments over the years have made it the strongest teachers' organization in Toledo, and made teaching today a

great deal different than what it was before.

It established the right of married teachers to stay in teaching, and the right of teachers to live where they wished. A single salary schedule was secured, along with sick leave and leaves of absence; also, other benefits.

### Program Under Wraps

Joe Dence is general chairman of the Silver anniversary program, and Mary Joanne McDonough, TFT Bulletin editor, is finding herself a little handicapped in reporting it to the American Teacher since it is planned as a surprise. It is no surprise, however, that the guest list at the dinner will include state and local education, public, civic and labor leaders.

It leaked out, too, that the program will be a look back over a shining quarter of a century. Some of the history of Local 250 has been developed on film, to review early struggles in skits and songs. Former TFT President Harry D. Lamb, now radio and television director of the school system, will direct and narrate the program.

George Hammersmith, also a past TFT president, now visual education director of Toledo schools, is in charge of filming, while Richard Drouard, former member of the Local's board of directors, now an elementary principal, will also do some of the picture work.

### Committee Chairman

Chairmen of various committees are: Mr. and Mrs. Edward Packer, decorations; Jean Sack and Margaret Affolter, advertising; Mr. and Mrs. Kenneth Ward, hospitality; Marie Schwanke and Lynette Langenderfer, reception; Catherine Snow, menu; Alvina Littlefield, publicity; Leona Ozancin, tickets; Genevieve Givens, program, and Dorothy Matheny and Dorothy Kellog, writers.

"We are proud of our accomplishments during the years," Miss McDonough said. "Many besides the charter signers will be celebrating 25 years as members. Through the years, we have had two long term secretaries, Mrs. Helen Johnson and Mrs. Ruth Brown. An organization owes much to a good secretary."

## Across Board, \$600 Raise Won for Toledo Teachers

TOLEDO, Ohio—The Toledo Federation of Teachers, Local 250, has not up to now on the eve of its 25th anniversary, received anything quite so useless from the city and board of education as an engraved silver plate, but its members are happy with a new and shining \$600 across-the-board pay increase.



Mrs. Solomon

The raise was made possible by the voters who turned out and passed a 3.6 mill levy, supplying the money in recognition of the splendid work being done by the schools and teachers.

### Degree Floor \$4,000

Mrs. Sylvia Solomon, Local 250 past-president, said the raise results in a \$4,000 minimum to \$6,400 maximum for

## Contra Costa Local Fights Union Ban in Lunch Rooms

RICHMOND, Calif.—The Contra Costa Federation of Teachers, Local 866, is vigorously



Mr. Fitzgibbons

challenging a ruling by Woodrow W. Snodgrass, deputy superintendent of schools barring teachers' union representatives from lunching with teachers in Richmond school cafeterias.

Kenneth Fitzgibbons, Local 866 president, and AFT vice-president, said the issue began when Del Matthews, an assistant principal, forbade Henry Clarke, AFT field representative, and Charles Evans, Local 866 executive-secretary, to lunch with teachers in Downer school cafeteria.

Clarke, who was attending the UNESCO conference in nearby San Francisco, and Evans visited the school checking into the principal's office as usual and started to the cafeteria. Matthews stopped them, in the absence of the principal.

### "Acted Anti-Labor"

Fitzgibbons and Local 866 immediately protested, declaring that the assistant principal acted without precedent or policy and from his anti-labor viewpoint.

Evans later received a letter from Snodgrass informing him that union meetings with teachers could be held in the schools only while the latter were not

on official duty, and that lunch period was not to be considered a duty-free time.

"Furthermore, it is understood," Snodgrass wrote, "that at all times you are to obtain permission from the principal, or from the person to whom he has delegated authority, before making any other contacts on school premises."

The Contra Costa Federation, at a membership meeting, branded the incident, including Snodgrass' letter and ruling as "unfair discrimination and contrary to the school board's policy."

### Urges Neutrality

"Fitzgibbons sent a letter to the board, declaring that the incident requires that action be taken against Matthews," and the CCFT Editorial board in the Local's Federation Newsletter urged:

"A proper board policy of neutrality toward teachers organizations, discontinuation of administration discrimination, freedom of all teachers organizations to distribute and post literature, and recognition of the right of teachers to meet and lunch with organization representatives during duty-free time on school premises."

Local 866 charged that discrimination against union members includes the fact that school principals have frequently used school premises during school time for Richmond Education association purposes, and that principals have urged teachers to join the non-union organization.

## Benson Named To Scholarship Review Board

TOLEDO, Ohio—Carl A. Benson, president of the Toledo Federation of Teachers, Local 250, has been appointed by the

U. S. Office of Education to serve on a regional review board for the selection of teachers applying for foreign scholarships.

## Free Choice On Record In Ferndale

FERNDAL E, Mich.—The board of education of this Detroit suburb has added the right of teachers "to join or not to join" any professional organization to its personnel policies.

Don McNeil, president of the Ferndale Federation of Teachers, Local 1074, said the policy is the one previously secured by the Vallejo (Calif.) Federation of Teachers, Local 827, from its board.

"When we asked our board to adopt the Vallejo policy," McNeil said, "it did so, and while free choice of joining has been recognized informally here for many years, it is now in writing."

"Any teacher now has the official right to join any organization or to refuse to join. The policy statement also allows teachers' groups equal use of school buildings for their meetings."



Mr. McNeil

## 1958

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## Health and Hospitalization Los Angeles Goal This Year

By Edward A. Irwin\*

LOS ANGELES, Calif.—Principal goal of the Los Angeles Teachers Union, Local 1021, in 1958 will be to gain a complete health and hospitalization plan paid for by the board of education.

For more than two years now, Local 1021 has been urging that the board study what plans are available, and to set aside enough money to cover the employees.

This fall the superintendent was directed to make such a study, and chances for getting the needed money in the budget seem to be brighter.

### Projected in 1956

Evelyn Carstens, chairman of the Local's welfare committee, put the plan before the superintendent and board in 1956, and has since been explaining its feasibility and necessity.

Main source for information have been the labor unions that have successfully negotiated plans with employers in the area, and leaders of these unions have appeared before the board of education in support of the teachers.

Highlight of the campaign so far has been the health and hospitalization conference staged by Local 1021 for representatives from the city's schools.

Nearly 200 teachers met at the Amalgamated Clothing Workers' auditorium to hear Ted Ellsworth, administrator of the Motion Picture Health and Welfare fund, and Richard Baisden, administrator of public programs of the institute of industrial relations of the University of California, Los Angeles.

### Schools 10 Years Behind

The speakers pointed out that boards of education are at least ten years behind private industry in providing health care.

"The booming cost of medical

\*Editor, Los Angeles Union Teacher.

care is the major threat to the well-being of the average person," Baisden said. "There isn't a soul here tonight who can't be made a pauper as the result of a catastrophic illness.

"The answer," he continued, "is to spread the cost through prepayment. And the idea of the employer paying the major part or the whole bill is generally being accepted, even by employers, because:

"(1) It keeps the employees on the job.

"(2) It is the only way to have everyone covered.

"(3) You can get a much better plan if all employees are covered.

"(4) There is (in industry) a tax advantage, since no income tax is paid on such fringe benefits."

### Hits 'Deductible' Plans

Ellsworth urged teachers not to be lulled into accepting the so-called "major-medical" insurance plans, which follow the same pattern as deductible car insurance plans—the policy holder pays the first \$50 or \$100 of each illness.

"Most of these plans," warned Ellsworth, "have a lifetime limit of \$5,000 or \$10,000. A cancer case can run into those figures pretty quickly, and when you reach the limit you're through!"

In the Los Angeles Teachers Union plan, preventive care is stressed. The union has urged the board to present the plan to various closed panel services, indemnity services, and commercial insurance carriers for bids. Then, when the lowest bid is determined, the board would set that figure as the sum it would pay for each employee.

### Urges a Choice

The employees would then have a choice among the three plans, although the benefits under each plan might differ.

"Free choice of plans and the opportunity to change at certain periods are essential to the successful operation of any health benefit," Mrs. Carstens told the representatives of schools in the 840 square miles of the Los Angeles school district.

Mrs. Cecile S. Oliver, also of Portland, president of the Oregon Federation of Teachers and past AFT vice-president, was made a member of the interim judiciary committee, to work on a sub-committee making a study of the juvenile code.

## Miss Herrick Urban League Director

CHICAGO, Ill.—Miss Mary Herrick, AFT research director, has been elected a member of the Chicago Urban League board of directors.

Previous to her AFT office, she was a teacher in Chicago's Phillips and DuSable high schools, and recently resigned as member of the Executive board of Chicago Teachers Union, Local 1.

## New Dayton Schedule, \$4,050 Floor

DAYTON, Ohio—Teachers of this city have a new pay schedule starting at \$4,050 and reaching \$6,360 in 15 steps for Bachelors, and at the Masters level beginning at \$4,250 and going to \$6,630 in the same number of years.

Richard Manuel, editor of the Union Teacher, publication of the Dayton Federation of Teachers, Local 921, said the Local is now working for a reduction in the steps to 13 at the most.

In addition to the increase starting the first of the year, teachers in Dayton schools received a December bonus of \$100 payable in two checks.

The new BA and MA starting salaries are \$50 higher than the old, and the maximums \$260 higher for Bachelors and \$320 for Masters.

## Minneapolis Credit Union Growing Fast

MINNEAPOLIS, Minn.—The Minneapolis Federation of Teachers Credit Union serving union teachers of this city, has grown rapidly in the last year.

Arthur C. Lindman, its secretary-treasurer, said loans have increased from slightly more than \$100,000



Mr. Lindman

to \$190,000 in the last year. Wallace Spolar of Edison, has been named new office manager to assist Lindman in handling the increased bookkeeping and other duties.

Deposits are matched by an equal amount of life insurance up to \$2,000 at no cost and in the event of the death of a depositor, his or her heirs get the deposit back plus an equal amount of insurance.

## Corsall New Mayor Of Oswego

OSWEGO, N. Y.—Vincent A. Corsall, president of the Oswego Federation of Teachers, Local 1206, is the new mayor of Oswego.

He is the first Liberal party candidate elected to the office in the city's history, and won overwhelmingly against three other candidates.

Top plank in Corsall's platform called for an elected school board "to put the board back into the hands of the people." In the unofficial count, he rolled up 3,433 votes to the 2,685 for his nearest opponent.

He is a high school science teacher, and recently took a case through the state supreme court that won Masters in the New York schools a \$300 pay differential.



Hawaiian Scene: Take your camera on the AFT-sponsored study-tour to the University of Hawaii because backdrops such as the above provide opportunity for unlimited off-hour shutter artistry.

## Many Enroll in AFT Tour To University of Hawaii

CHICAGO, Ill.—Interest and enrollments in the American Federation of Teachers-sponsored summer study-tour to the University of Hawaii were mounting at press time, and another departure flight, but from Los Angeles, was added for necessarily late arrivals only, who teach in New York city, Chicago and some other schools.

Main flight of the study-tour will depart from San Francisco the morning of June 23, and alight in Honolulu in the afternoon, via United Airlines scheduled plane.

The course opens the same day for enrollment, but AFT study-tour participants will have been previously enrolled through the Harry E. Caylor Organization, Chicago, which is managing the tour.

### Late Arrival Conditions

The later Los Angeles flight, for teachers whose schools close June 27 will leave International Airport via United the morning of Sunday, June 29, arriving in Honolulu the same day. Provisions for the late arrival were confirmed by Dr. Shunzo Sakamaki, dean of the university's summer school, in the following cable:

"Teachers pre-enrolling through you (The Harry E. Caylor Organization) unable to arrive earlier, will be allowed to take the Sociology course for full credit if they attend class starting (at 9:10 A.M.) Monday, June 30, and make arrangements with instructor regarding lessons missed four previous class days."

The study-tour course, as previously announced, will be Sociology S 292, Hawaii and Its People (5 credits), opening with the university's summer session, June 23, and closing Aug. 1.

A general summary of costs will be found in the December American Teacher magazine. (Those in the November American Teacher newspaper were tentative only and should be now disregarded.)

### How to Enroll

If you want to enroll in the course, here is what you should do:

1) Write the Harry E. Caylor Organization, 30 W. Washington St., Chicago 2, Illinois, for information about the tour, the course, and housing accommodations available.

2) Then, if you want to enroll, write for "Form 1A, Application for Reservation," and "Form 2A, Enrollment in the university's S 292 Sociology course." (Please do not ask for these enrollment forms until you have read the information, Item 1, preceding. In asking for more than one set, please give names and addresses of teachers for whom you are asking.)

3) Fill out the Forms 1A and 2A and send to Harry E. Caylor Organization, previously stated address, Chicago.

### Base Cost of Tour

The base cost of the study-tour is \$328.62, covering tuition and fees at the university, air transportation from San Francisco or Los Angeles to Honolulu and return and some other expenses, but not room or apartment in Honolulu.

A variety of rooms and apartments in the Honolulu beach area have been reserved. Their costs summarized in the Tour Information (No. 1) vary. They are also indicated in the December American Teacher magazine.

CAUTION: The study-tour is sponsored by the AFT for members, as a membership service. Teachers joining to obtain its various benefits must be members. Member teachers, however, may be accompanied by non-member, non-enrollee husbands, wives, or children or other companions.

The Los Angeles flight, leaving June 29, is for teachers whose schools close June 27 only. Those whose schools close earlier must be scheduled on the June 23, San Francisco flight, to report for class the following morning.

## AFT Leaders To Oregon Commissions

PORTLAND, Ore.—Two of the American Federation of Teachers most active leaders have been appointed by Gov. Robert D. Holmes to state commissions concerned with social work.

Miss Phyllis Hutchinson, AFT vice-president, and president of the Portland Teachers Union, Local 111, was named to a three-year term on the state council on aging set up by last year's legislature.



Mrs. Oliver





Past-presidents of the Wisconsin Federation of Teachers talk over the union's progress at its 25th annual convention in Milwaukee. From left, Larry Hackett of La Crosse, L. V. Haflich of Kenosha, Carol Zillman of Milwaukee and Colin Welles, formerly of Milwaukee and now of Sussex, with Howard Aker, member of the Milwaukee Teachers Union, Local 252, who re-introduced them.

## Wisconsin Federation Urges Reforms at State College

MILWAUKEE, Wis. — The Wisconsin Federation of Teachers celebrated its Silver anniversary convention here by launching an organization and expansion program, and voting support of Prof. George Ball, who was discharged, and two teachers denied pay raises because they supported him at Wisconsin State college, Superior.

The convention called the action of the college's regents in supporting President Jim Dan Hill against the teachers arbitrary and arrogant, "an affront to the teaching profession, a setback for academic freedom, and a disgrace to the state."

It commended Mrs. Ferdinand T. Hinrichs, regent from Milwaukee, for her dissent in the case, and suggested that the regents' majority might be guilty of "intellectual blackmail" in supporting Hill's refusal to pay increases to the teachers supporting Ball.

### Urges Reforms

The convention adopted resolutions requesting:

- 1) The governor and legislature to consider revising the structure, functions and appointment of the regents.
- 2) A system of processing questions of teacher tenure, which would include a committee of faculty members to review complaints against fellow

teachers, and informing the accused in writing of the charges against him.

3) A governor's conference of faculty members to consider "tenure and allied rights of teachers" who "have been threatened by developments in Superior."

Other resolutions called for action by the profession to uphold civil liberties, and on "men of good will" to help resolve the perplexing problem of integration in the south, as well as reaffirmed support of Federal Aid for Education.

### For Regional Workshops

The convention directed the executive committee to develop a series of regional workshops to study necessity for improved teacher tenure and arouse the public to help get necessary legislation as soon as possible.

The delegates increased state Federation dues \$1 a year, and gave the executive committee the job of planning a program to expand the services and activities of the Federation. The plan is to be submitted to Wisconsin Locals by Sept. 1, next.

Tentative goal is to employ a part-time or full-time worker to assist Locals in organization. The WSFT's organization committee declared there is agreement in the membership that new Locals should be organized and old ones strengthened.

## Detroit Substitute Shortage Creates Havoc in Schools

DETROIT, Mich. — The Detroit Federation of Teachers, Local 231, is making a survey to learn why the shortage of substitute teachers who replace scarce regular teachers when the latter are forced by sickness or otherwise to be absent, and has come up with some alarming first findings.

The Detroit Teacher, in speculating whether the "flu" is a factor in the shortage generally, reports never-the-less on other conditions and policies found in the schools as follows:

- 1) Substitutes are not supplied in industrial arts, science, art, and health education;
- 2) In elementary schools, children in the upper grades are

supplying the substitute service;

3) In junior and senior high schools, children are divided or spread through double classes or teachers take on extra classes;

4) In many schools, classes are dismissed contrary to law; and

5) In others, but very few, the principal or an assistant principal takes over as teacher.

Meanwhile, the board of education is clinging to a Local 231-opposed rule that requires all teachers to remain an added 30 minutes after school. Supt. Brownell came up at a hearing with the slick explanation that the order is not a rule but a "guide."

## Washington Teachers Fight Merit Rating Down-Grading

SEATTLE, Wash. — The projection of a rating device for Seattle teachers and the initial session of a state "taxpayers-inspired" committee to "investigate" the profession-wrecking merit rating system of pay, are creating concern among teachers who know the implications of the procedures.

In Seattle, the Seattle Federation of Teachers, Local 200, is backing a competent teacher, Walter Seeschaaf, against being down-graded, and under the leadership of Richard Smith, its president, is raising a defense fund to protect Seeschaaf's rights.

More and more teachers are becoming interested in Seeschaaf's case, since the rating system sets up four ratings, and it is feared that administration may try to use it as a device for discharging those whom it chooses to low-rate.

### Ratings in Secret

Local 200 attorneys, at a school board hearing, brought out that there is no established standard or formula for rating, and that the processes and procedures used are kept secret from teachers.

It was also developed that the principal giving the rating, or his assistants, had not at any time hinted to Seeschaaf that they felt his conduct or teaching was unsatisfactory.

Meanwhile the state merit rating committee met in Olympia for organization, on call of State School Supt. Lloyd J. Andrews who acted under pressure from the Washington State Research Council, a taxpayers' group.

### Members Not Agreed

The thinking of its members was not entirely harmonious. Arthur D. Graffius, president of the Washington State Federation of Teachers, was one of two teachers' representatives.

Other groups represented included the Legislative Council, the state superintendent's office, the taxpayers' association, the

Association of Washington Industries, the Washington Education association, the school directors' organization, and the Washington Congress of Parents and Teachers.

Under close questioning, members from the business-industry groups admitted that the whole idea of merit rating was theirs, and that the demand for it did not come from members of the organizations but a small clique of leaders.

### Weapon Against Salaries

Significantly, the idea was projected and the state committee was set up after the Democratic-controlled legislature increased the single salary for teachers by an average of \$505 a year, and also appropriated about \$95 each, to bring teachers under social security in addition to existing retirement benefits.

Confidence of the business-industry clique in the rating system appeared shaken after the meeting. As one member suggested, "It may be necessary to quietly administer an anaesthetic, and put the patient out of the way."

## Union Shuns Personnel Committee

MINNEAPOLIS, Minn. — Union teachers of Minneapolis want no participation in a new committee on personnel matters created by the board of education.

The Minneapolis Federation of Men Teachers, Local 238, of which A. James Heller



Mr. Heller

is president, holds that salary and working conditions are matters to come from the union.

The announcement of the board's committee states it is "a committee for administration, and will not be representative of teachers' organizations."

"Union members," the warning continued, "should not participate if appointed. This is a management device frequently used both in private and public administration to dull the cutting edge of the union knife."

## Fayetteville Lifts Its Pay, No Longer Nation's Lowest

CHICAGO, Ill. — Fayetteville, Ark., wants the world to know that it is starting to climb up from the bottom of the teachers' salary sub-basement.

Wayne White, the city's superintendent of schools, sent Fayetteville's new salary schedule to Mary Herrick, AFT research director, with the following notation:

"Since we had the lowest starting salary in the United States last year and received a lot of unfavorable publicity, how about a plug for our salary increase this year."

Fayetteville's new salaries are \$2,700 to \$3,200 in ten steps for Bachelors, and \$3,000 to \$3,500 for Masters in the same number of years.

Its last year's schedule, shown by the AFT survey to be the lowest in the country, was \$2,000 to \$2,500 in six steps for Bachelors and for Masters, \$2,100 to \$2,800 in eight.

The increase is \$700 a year across the board with \$200 added for starting Masters. White said that another increase is expected for next year.

## Grievance Procedure Plan Urged by Rochester Local

ROCHESTER, N. Y. — The Rochester (N. Y.) Federation of Teachers, Local 616, has asked

its board of education to set up grievance machinery for teachers in the school system.

Dr. Catherine Sheehan, Local 616 president, said the plan calls for the abolition of secret files and adoption of procedures under which teachers are guaranteed fair play.

The teachers' union recommendations include six procedures for the elimination of "sore spots" that plague Rochester teachers as well as those elsewhere. The six urge that:

1) Every teacher in the system know exactly upon what he is to be judged and what he may be required to do;

2) Nothing be put into a

teachers file (or folder) without first notifying the teacher what it is;

3) Teachers not be required to appear before any administrative officer on tenure, salary or general status without advice and presence of counsel if the teacher chooses;

4) Objective standards by which teachers are judged be established;

5) Administrative and supervisory officers be persons of good judgment and that the practice of frightening and browbeating teachers be discontinued;

6) A jury of teachers as well as the superintendent be set up to judge serious grievances, and

7) A committee of teachers examine such things as teachers schedules, class loads and extra-curricular duties.

"The presence of such machinery," Dr. Sheehan and the Local pointed out, "will be a powerful deterrent to any kind of oppression, and offer incentive to teachers to make and keep our schools better."



Dr. Sheehan

## This'll Crack Your Bathroom Mirror

LOUISVILLE, Ky. — Pin this one on your shaving or make-up mirror for your morning chuckle.

A group of organized labor and teachers' union leaders called on Supt. Carmichael of the Louisville schools recently, to introduce the Louisville Federation of Teachers, Local 672, and tell him about a teacher organization drive planned in Louisville.

Carmichael evidenced a little surprise that teachers wanted or needed a union.

Frank Longaker, president of the Louisville Industrial Union Council, shot this question:

"If it isn't the job of the teachers to look after the welfare of the teachers, whose job is it?"

Carmichael replied: "It's the superintendent's and the school board's job."



## Miss Borchardt

From Page 1

in place of Federal funds for a school building program! This is no time for talking in terms of "either-or" aid for education. It is important that Congress face the immediate urgent need for Federal aid for scholarships, and Federal aid for building schools, and Federal aid for teachers' salaries and . . . and . . .

### Building Aid a Must

If the elementary schools lack classrooms and qualified teachers to man the classrooms, then what about the potential future scientists who are denied good schooling at the elementary level? A bill for Federal Aid for School Construction must be enacted!

If low salaries and poor working conditions militate against attracting more and better men and women to enter teaching, who will properly prepare the young people now in high school for their college work in anticipation of their advanced studies in science and mathematics? Federal aid for teachers' salaries is definitely required, if we are to induce enough capable young men and women to equip themselves for teaching careers. Sen. James E. Murray (D-Mont.) will reintroduce his bill providing Federal aid for teachers' salaries.

The well-being of the nation's children is of profound concern. Legislation providing Federal aid for health services for all children must be enacted. The bill sponsored by Sen. Paul H. Douglas (D-Ill.) for this purpose in 1949 was still in demand as essential legislation at Congress reopening.

### College Scholarships

Today the nation is clearly aware that every child capable of enhancing his life's purpose and enriching the lives of his fellow men through more education should have the opportunity of entering college. It is vitally necessary that there be established a program to enable young people to go on to college. In 1952, Sen. Murray sponsored a bill providing loans and scholarships for deserving students. He will again this year present such a bill which will embody the same basic principles.

When these students enter college, they must have a place to live. Adequate housing facilities are lacking on most campuses. Hence the low-interest rate on loans for college housing building programs must be continued.

### Illiteracy Problem

It is of great importance that we conserve our manpower resources. Millions of functionally illiterate adults present a sad picture which cries for attention. We must point the way for recruiting millions of them for able aid in production and defense.

In addition to the functionally illiterate, we have in this country millions more who are socially illiterate. The Federal government faces a grave challenge to develop a program to reduce adult illiteracy. Legislation to meet this need was being prepared for introduction as Congress convened.

For these programs the states need money—from the Federal

government. Five years ago the AFL asked for a billion dollars, a year for such programs for an extended period of years. The nation needs a billion a year for at least five to ten years, over the amount the government is currently spending on its Federal educational programs.

**The Free World Program of Education:** Americans do not want the Russian pattern of education. Yet, the prevailing cry these days for emphasis on the teaching of science and mathematics to the point of ignoring the humanities and the arts disregards completely the difference between the Soviets' and the American philosophy of education. We would emphasize the importance of our traditional American concept of training for democratic citizenship, through programs in all the states which develop appreciation of the social and spiritual values we cherish, and which, at the same time, embrace precision training in the scientific and other technical fields.

**Where the Federal Funds May Come From:** The groups which, through the years, have protested that the nation can not afford Federal Aid for Education have again come up with the same plaintive cry. Now, however, they present it in a new dress. The Governors' Council has proposed that a portion of the Federal income tax be returned to the states. This is not a socially sound step toward giving aid to the states which need it most sorely. The proposition will be opposed by the AFL-CIO.

**Your Social Security and You:** The AFT labored for every teacher's privilege to decide whether or not he wanted social security coverage in addition to his coverage by a state pension law. Now, those who opposed us for years are claiming credit for the victory we won for the teacher, despite company union opposition.

We may confidently anticipate their opposition again this year when they criticize us for joining with our parent body, the AFL-CIO, in supporting the current demand for a national health program. Cong. Aime J. Forand (D-R. I.) has sponsored the AFL-CIO proposal for a national health insurance program. The AFL-CIO points out that a compulsory Federal health insurance program is as necessary today as the social security program was 25 years ago.

Our members have a full time teaching job to do in getting over to their respective communities the fact that the proposed program is not socialized medicine, but a simple social approach through a good insurance program to give the poor as well as the wealthy the right to buy some measure of insurance which they need.

As a further step—to preserve the health of older people, the AFL-CIO was to urge a program to provide hospitalization insurance coverage for retired persons.

**Proposal for a Department of Science and Technology:** The McClellan senate committee on government operations has released its report on the nation's science and technology programs. The report states that a

bill is being prepared to create Department of science and technology. It alludes to a lack of coordination among government agencies and criticizes what it calls interdepartmental jealousies.

Strangely enough, the staff study of the McClellan committee itself fails to recognize that the nation's science and technology programs are a part of the overall educational programs of the states and the Federal government. It would seem that the McClellan committee's bill to create a department of science and technology might far better be redrafted to create a department of education, for surely the nation can hardly develop its science and technology studies and ignore education as a whole.

**Federal-State Relations:** The Kestenbaum commission's activities are again the focus of attention. This commission, a group of 25 members, was set up by congress in 1953, at the request of the president, to make a study of state-Federal relations. Its report was submitted to the Subcommittee on interdepartmental relations of the house committee on government operations, which then held hearings, one in Washington last July, and others on a regional scale throughout the United States.

The commission's report, 300 pages, supplemented by 15 volumes of findings, presents more than 200 recommendations. The report has also been considered by the governors' conference, which set up a Joint Federal-state action committee to make a further study.

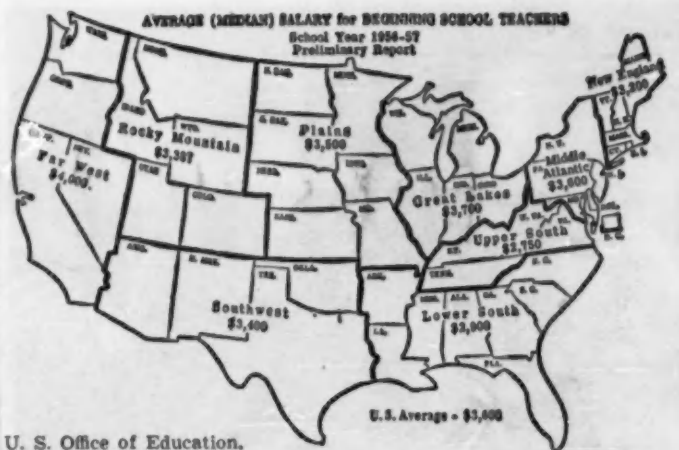
Last October, this joint Federal-state action committee issued a statement approving certain of the commission's recommendations. The statement favored several of the recommendations which affect directly some of the programs with which we are immediately concerned, as follows:

1) That the States assume full responsibility for the older vocational education programs; that the Federal government abandon its present grants for these programs (which currently amount to \$37 million).

2) That the Joint Committee make a further study of the recommendation to shift full responsibility for the school lunch and milk program to the states.

3) That the joint committee study further the recommendation for increasing to 50 per cent the state share of the costs of supplementing old age assistance to old age and survivors' insurance beneficiaries, and reducing the Federal share from 80 per cent to 50 per cent on the basic allotment.

4) That certain Federal tax sources be yielded to the state to assist them in carrying out proposed additional financial responsibilities; the President ask congress to authorize credit of 40 per cent of the present Federal local telephone tax against payment of state taxes on local telephone service. (The Kestenbaum Commission report states that such action would provide the states with \$150,000,000. But the report fails to point out that a relatively small proportion of this amount would go to the states which sorely need



## Half of New Teachers Plan To Quit Within Five Years

WASHINGTON, D. C.—The U. S. Office of Education reported this 1957-58 school year on a sampling survey that exposes career instability and qualifications in the teaching profession country-over that are lower than those of which most school observers have previously been aware.

The official news release on the survey said that half the young men and women who began teaching last year expect to stop teaching in five years, and that in school districts with less than 300 enrollments, 71 per cent of beginning elementary teachers did not have a Bachelors degree.

### Offers No Solution

Lawrence G. Derthick, commissioner of education, hewed to the administration line of viewing with alarm but offering no practical solution. "In view of the serious teacher shortage," he said, "such a high rate of loss among younger teachers poses a serious problem."

"Not only is the country losing a large number of qualified teachers after just a few years of teaching, but many young men and women who are trained to teach fail to take teaching positions." Then he added hopefully:

"Some of the teachers who leave the profession will return to teaching." But, he admitted, this is only a partial solution.

### "Serious Implications"

The survey found that 30 per cent of those graduating to teach in 1956 did not enter the teaching profession, and Derthick estimated the shortage of qualified teachers at 135,000. He called this a "fact that has serious implications" for America's youth. The report continued:

"Only 28 per cent of the men teachers and 14 per cent of the women teachers involved in the survey said they planned to make a life work of classroom teaching. A much larger proportion of the men—49 per cent—

said they planned to remain in the teaching profession but hoped to move on from classroom teaching to other positions, such as administration and supervision. Only 8 per cent of the women indicated such plans.

### Marriage a Factor

"Marriage was teaching's strongest competitor among the women questioned, 55 per cent saying they expected to leave teaching in order to devote their time to homemaking but that they would want to return to teaching eventually.

"Of the teachers who began their careers during the 1956-57 school year, 38 per cent were men and 62 per cent women. Of the men, 65 per cent were married, as compared with 44 per cent of the women.

"The median age of the men was 25.5 years and of the women 22.8 years. The survey showed a marked preference among the men—68 per cent—for teaching in secondary schools, and an even stronger preference among the women—71 per cent—for teaching at the elementary level."

### Begin Without Degrees

Derthick said that while a Bachelors degree is usually considered a minimum requirement for the teaching profession, 14 per cent of last year's new teachers began work without that degree. In secondary schools, 4 per cent of the new teachers lacked the Bachelors. At the elementary level, where the teacher shortage is most acute, 22 per cent of the new teachers began without the degree.

The survey revealed that the median salary of beginning teachers in the country as a whole was \$3,600. The lowest median salary (\$2,475) was found in school districts having less than 50 pupils. Regionally, median salaries ranged from \$2,750 to \$4,000.

Federal funds.)

5) That certain excise taxes be allocated for "local absorption," such as, the taxes on theatre admissions, cabarets, gaming and amusement devices.

6) That the joint committee give further study to the feasibility of changing and increasing the credit in the Federal estate tax for state inheritance and estate taxes.

The November meeting of the joint committee, considered eight "emerging problems." Of immediate interest to the AFT were the following: education

beyond high school, mental health, and law enforcement with emphasis on juvenile delinquency.

Congressional consideration of the recommendations of the Kestenbaum Commission report are likely to begin soon.

**The Washington Newsletter:** This year the Washington Newsletter will supplement the Washington reports in the American Teacher. The next Newsletter will tell of current source material available to our members.





A panel of experts explored the benefits of social security and the provisions of a controversial "enforced savings" bill in the Connecticut legislature, at the convention of the Connecticut Federation of Teachers. Speakers, from left, were: Edward N. Mularkey, assistant district manager, social security administration; Ruth Warren Greenberg, director of education, state labor council; State Senator Benjamin Barringer, chairman of the legislature's school costs study committee; Sophie Jaffe, treasurer, and Eugene Jarmie, retiring president of the state Federation.

## Rules New Open Meeting Law Covers All Board Sessions

By Charles E. Boyer\*

MINNEAPOLIS, Minn.—The new Minnesota law saying that all school board meetings shall be on the record and open to the public means exactly what it says.

It does not mean that a school board can hold a closed meeting to decide what to do and then meet in public and vote as pre-decided.

Attorney General Miles Lord made the ruling at the request of liberal members of the Minneapolis board of education transmitted through Dean M. Schweickhard, state commissioner of education.

### "Meetings Not Meetings"

This was after the conservative majority of the board decided to continue secret meetings in advance of open public sessions.

They contended that the pre-board meetings were merely informal discussions and not within the meaning of the new law. Liberal members stayed away from the "informal" meetings and asked for the ruling.

### Summary of Ruling

Some of the highlights of Attorney General Lord's ruling follow:

1) The statute provides that all meetings of the board re-

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gardless of how called are open to the public.

2) The purpose of the law is to guarantee the public's right to know what business is being considered, and by whom and to what extent.

3) The public has a right to know not merely the yeas and nays but also the board members' reasoning and opinions thereon.

4) The fundamental rule of administrative law is that the orderly functioning of the process of review requires that the grounds upon which the agency acted be clearly disclosed and adequately sustained. The legislature has now imposed the same on school governing bodies.

5) If matters proposed at closed meetings are not permitted to reach an open meeting, the public will not know the reasons why the proposals are defeated.

6) Pre-public meetings are not merely informal discussion with the superintendent.

### Part of Process

The attorney general said that board members at the pre-session meetings examine data, present arguments, exchange views and arrive at decisions that will ultimately influence or determine action at the regularly called open meetings.

He added: "These meetings appear to be an integral part of the total legislative process."

## 761 Districts In South Integrated

NASHVILLE, Tenn.—The Southern School News which is wholly concerned with the racial issue in the public schools, reports that there are now 761 desegregated school districts in the 17 southern states and the District of Columbia.

This means, the News said, that 2,219 of the 2,980 districts in the area remain segregated. As a reaction to the Little Rock incident, ten additional districts—0 in Kentucky and one in Texas—were reported to have desegregated.

## New Transfer Policy for Wyandotte

WYANDOTTE, Mich.—The Melvindale Federation of Teachers, Local 1051, of which Donald C. Weber of this city is president, has negotiated a definitely stated transfer policy with its school administration.

Procedures call for stated and systematic provisions for submitting transfer requests, provisions for the proper forms to be used, qualification and seniority priorities, and disposition of applications both before and after requests are approved and fulfilled.

## Fifty-three AFT Locals Make Quotas

CHICAGO, Ill.—Membership in the American Federation of Teachers is mounting as teachers country-over are seeking the answer to the problem of maintaining their professional status.

Fifty-three Locals reported having made their membership quotas fixed by President Carl J. Megel, as of the first of last month.

Two Locals, the West Frankfort (Ill.) Federation of Teachers, 817, and the Streator Township High School Federation of Teachers, 1270, also in Illinois, reported 100 per cent of the teachers in their jurisdictions had become members.

### Won Over One Teacher

Local 817 reached its goal by winning over one teacher who had been a lone non-member for several years. Alice Hoyer, vice-president and publicity chairman, commented:

"Not only are we determined that our sense of unity shall never be in question again; we are all rejoicing in a better understanding, a deeper friendliness, and a true 'teacherhood'."

### Others on Honor Roll

The other 51 Locals shown by their per capita to have made their membership quotas follow:

California—Oakland, Local 771; Vallejo, 827, and Marin county, 1077. Canal Zone—Balboa, 227. Colorado—Denver Vocational, 203; Boulder, 898, and Jefferson county, 900. Connecticut—Hartford, 1018. Georgia—Capitol county, 188.

Also, Illinois—Rockford, 540; Gillespie, 649; Granite City, 743; East St. Louis, 1220; Evergreen Park, 1250; Cahokia Commonfield, 1272; Niles Township, 1274, and Lockport, 1291.

Also, Indiana—South Bend, 679, and La Porte, 714. Louisiana—New Orleans League, 527. Massachusetts—Springfield, 484, and Peabody, 1289. Michigan—Dearborn, 681; Highland Park, 684; Fitzgerald, 1082; Allen

## California Begins New Plan For Gifted and Disturbed

SACRAMENTO, Calif.—The California department of education has initiated two new pilot programs, one to improve the education of gifted children and the other for emotionally disturbed children.

The programs were authorized by legislation supported by the department and the California State Federation of Teachers. They are reportedly the first of their kind in the country.

### Funds Appropriated

Expenditures immediately authorized are \$40,000 for the gifted children project, and \$68,000 for the emotionally disturbed. Backers are urging that these amounts be increased to \$100,000 each.

Ben Rust of Richmond, CSFT



Mr. Rust

## New Local Launches Program To Improve Teachers' Status

LAINGSBURG, Mich.—The less than one-year-old Laingsburg Federation of Teachers,



Mrs. Clark

Local 1306, has enrolled more than three-fourths of the teachers in its jurisdiction and is undertaking a full-scale program to improve the professional status of its members.

Mrs. Vera M. Clark, the Local's president, said the salary question is being attacked by a committee consisting of three union teachers, a bus driver, and two school board members, to correct inequities.

Efforts are also being made, she said, to correct the situation in which elementary teachers have been without lunch period for years. Thirty minutes are being sought.

### Series of Studies

When told that there was no money to provide the necessary extra help for the period, the Federation immediately started

Park, 1181, and Ecorse district, 1284.

Also, Minnesota—Minneapolis Men's, 238; International Falls, 331; Hibbing, 669; Duluth, 692; Robbinsdale, 872; Mound, 926; St. Paul Park, 1125; West St. Paul, 1148; Richfield, 1204, and Minnesota Department of Education, 1240.

Also, Montana—Butte, 332, and Anaconda, 502. New Hampshire—Nashua, 1044. New Jersey—Woodbridge Township, 822. New York—Workers' Education, 189. Ohio—Toledo, 250; Springfield, 296; Columbus, 538; Lancaster, 794, and Oregon Township, 1080.

Also, Tennessee—Chattanooga, 246. Washington—Tacoma, 461, and Bellingham, 512. Wisconsin—Milwaukee Vocational, 212.

president, who led the fight for the programs, estimated that the current appropriation will include from one to five per cent of the most gifted children in the schools.

Proponents of the projects contend that the special needs of the physically handicapped and mentally retarded have in the past been better handled than those of the gifted and disturbed.

### CSFT Program

The CSFT, under Rust's leadership, was conspicuously the only educational organization to back the bills, and also spurred successful efforts to make the state's child center program permanent, as well as for the adoption of better plans for adult education in penal institutions.

The state education department was directed to report back to the 1961 legislature on the results of the effort for gifted and emotionally disturbed children.

a survey to find out how other communities are handling the problem.

Attention is being given to the school curriculum, and a committee has been named to make a detailed survey and study for a new and adequate science program from grade through high school.

Another committee is studying the discipline problem, with the intention of bringing out a workable plan at all grade levels.

### Also Social Program

Social activities are not being overlooked. Local 1306 recently sponsored a party, with square dances, games and refreshments, for all school personnel including board members, teachers, clerks, cooks, janitors and their spouses.

The salary study is going into the salaries and schedules of non-teaching employees as well as teachers. Mrs. Clark added: "We feel that we are on our way to accomplishment."

## Empire State Wins Interest On Deductions

SYRACUSE, N. Y.—The Empire State Federation of Teachers completed another welfare job for teachers when C. B. Murray of the state teachers retirement system conceded to demands that deductions draw interest from the time paid.

Eliot Birnbaum, CSFT president, received a letter from Murray giving the assurance, after the Federation had challenged the former procedures for many years.

"Teachers deductions," Birnbaum said, "have been held in local school district treasuries from 9 to 18 months without paying teachers for the use of the money, while communities used it as if it were local revenue."

"We contended that teachers are entitled to interest on their own money, and the Federation was the only teachers organization in the state that challenged the practice."

## Finds AFT An Influence For Good

SUPERIOR, Wis.—"The American Federation of Teachers, a good or bad influence on America's teachers," is the subject of a term paper submitted by Glenn A. Parish, president of the Wisconsin State Federation of Teachers, as partial requirement of a course in Wisconsin State college taken last summer.

"As I see it," Parish wrote in answer to the question, "the AFT or some national organization very similar to it, is the only salvation for teachers in America as we know it today. The AFT has been a tremendous influence for good."



# International Summer Study Opportunities

From Page 1

tional decreases are found for Scotland, Sweden, Norway, Denmark and England, in that order.

By far the greatest increase is for Belgium where the World's Fair will be held this summer. This country shows a 50 per cent increase in listings. More teachers will probably visit Yugoslavia, as the tours including this country have jumped from two last year to five this year.

In the 1957 summary the most popular countries for study tours were England, France, Germany, Switzerland, Italy and Holland, in that order. This year France regains the lead, followed by England. Belgium, in eighth place in popularity last year, jumps to third, and ties Germany and Italy. Close behind are Switzerland and Holland.

## Unlisted Tours

Details of some programs were not complete at press time. The following schools are not listed in the summary but plan to offer credit for study-tours this coming summer:

Arizona State College, Tempe; University of Denver, Colo.; Iowa State College, Ames; Boston University, Boston, Mass.; Central Michigan College, Mount Pleasant; Eastern Michigan College, Ypsilanti; Northern Michigan College, Marquette; Western Michigan University, Kalamazoo; University of Kansas City, Mo.; Montana State University, Missoula; New Mexico Western College, Silver City; University of New Mexico, Albuquerque, and University of Utah, Salt Lake City. Another school, Georgetown University, Washington, D. C., will offer a study tour without credit.

Although some of the study tours which are listed in the summary may have already reached their quotas, most schools are happy to carry a waiting list in case of cancellations. Teachers are urged to make their plans and inquiries early, as most programs are annual events which adds to their interest. For specific information, teachers should write to the college or university listed in each case.

The following information, in order, lists the Area of Study, Specific Location of Course, Credit Given, Cost (including transportation but not including tuition), Departure Point, Type of Transportation (to foreign starting point), Dates, Deadline for Applications, College or University Offering Course, and Brief Description of Course:

## WORLD

**EDUCATION:** Denmark, Greece, Turkey, Syria, Jordan, Egypt, Sudan, Kenya, India, Thailand, Singapore, Hong Kong, Philippines, Japan, Hawaii or Alaska; 2-6 S.H.; \$2,185; Milwaukee or any large city; air; June 28-Aug. 21; May 1; State college, Whitewater, Wis. The educational workshop will follow the project type approach. Russia may be included and from Singapore the Australian route may be taken, extra charge.

**ENGLISH:** England, France, Italy, Greece, Turkey, Egypt, India, China, Philippines, Japan, Hawaii; 3 S.H. grad. or undergrad.; \$2,690; New York; air; approx. June 15-Aug. 10; approx. May 1; Department of English, Texas Christian Univ., Fort Worth 9, Texas. Students will work for credit in world literature on undergraduate level, for specialized seminar-type courses on graduate level. Work will consist of study and research; textbooks, syllabi, reports and lectures.

**GEOGRAPHY:** Greece, Egypt, Ceylon, India, Burma, Thailand,



Mr. Brett  
Lists Study-Tours

Malaya, Hong Kong, Japan; 12 Q.H.; \$2,375 (including required tuition of \$80); New York; air and ship; June 14-Sept. 9; deadline not indicated; Southern Illinois Univ., Carbondale, Ill. A world study tour in geography. Optional side trips to Lebanon, Syria, Egypt, and the Holy Land, and to Cambodia and Vietnam.

**HISTORY AND GOVERNMENT:** Hawaii, Japan, Hong Kong, Thailand, India, Egypt, Holy Land, Turkey, Greece, Germany, Russia, Finland, Sweden, Denmark, Belgium, France, England; 3-9 Q.H.; \$3,485 (includes tuition); departure point not indicated; air; June 9-Aug. 22; tour membership limited; Brigham Young Univ., Provo, Utah. World History and Government.

**MUSIC:** Countries and credit not indicated; \$2,425; departure point not indicated; air; June 19-Aug. 9; deadline not indicated; Western Illinois Univ., Macomb, Ill. Course description not indicated.

**STUDY TOUR:** Countries not indicated; 6 credit hours; \$2,070; departure point not indicated; air; dates and deadline not indicated; Lafayette college, Easton, Pa. Course description not indicated.

## AFRICA

**HEALTH EDUCATION:** Nigeria, Ghana, French Equatorial Africa, Belgian Congo, Union of South Africa, Kenya, Uganda, Ethiopia, Sudan; credit optional; \$2,095; New York; air; June 28-Aug. 10; deadline not indicated; Dept. of Physical Education, Washington Univ., St. Louis, Mo. The status of public health regulations in law and practice will be studied. Several optional sidetrips possible.

**SEMINAR:** Liberia, Ghana, Nigeria, French West Africa, Belgian Congo, Union of South Africa, Kenya, Ethiopia, Sudan; credit not indicated; \$1,500; New York; air; July 1-Aug. 15; March 1; Western College for Women, Oxford, Ohio. To be eligible for the seminar, applicant must have done area study developed by Western College for Women.

**STUDY TOUR:** Countries not indicated; 6 credit hours; \$2,155; departure point not indicated; air; dates and deadline not indicated; Lafayette college, Easton, Pa. Course description not indicated.

## MIDDLE EAST

**SEMINAR:** Countries not indicated; 6 credit hours; \$1,499; departure point not indicated; air; dates and deadline not indicated; Lafayette college, Easton, Pa. Course description not indicated.

## ASIA AND PACIFIC

**BIOLOGY:** Hawaii; credit not indicated; \$956; departure point not indicated; air; July 21-Aug. 8; deadline not indicated; Western Illinois Univ., Macomb, Ill. Course description not indicated.

**COMPARATIVE EDUCATION:** Hawaii; 3 S.H.; approx. \$500; San Francisco; air; July 2-13; June 22; Indiana Univ., Bloomington, Ind. Designed for adults who desire to

become acquainted with the history and culture of Hawaii.

**HINDU LITERATURE:** India; 8 S.H.; \$680 (plus transportation); New York or Quebec; air; approx. June 27-Aug. 22; March 15; State Univ. of New York, Albany, N. Y. Seminar in Hindu literature. This program combines an academic course given for credit with an individual homestay in a family overseas for each student.

**NATURAL SCIENCE:** Hawaii; 3 units; \$560; Sacramento; type of transportation not indicated; June 16-July 5; May 5; Sacramento State college, Sacramento 19, Calif. The group will study geology, geography, history, biology, natural resources, agriculture and climate. Four islands will be visited.

**SOCIOLOGY:** Oahu, Maui, Hawaii; 3 Q.H.; \$495 (including tuition); California; air; Aug. 5-20; tour membership limited; Brigham Young Univ., Provo, Utah. Study of the native Hawaiian people.

**SOCIAL ANTHROPOLOGY:** Hawaii, Fiji Islands, New Zealand, Australia, British North Borneo, Malaya, Indonesia, Hong Kong, Japan; credit optional; \$2,395; San Francisco; air and ship; dates and deadline not indicated; dept. of educational sociology, New York Univ., New York, N. Y. The study will include the mores of aborigines in Fiji, New Zealand, Australia and Borneo and native customs and folklore of Indonesia, Malaya, China and Japan. Optional side trips possible.

## EUROPE

**ART:** Greece, Italy, Austria, Germany, France, Holland, Belgium, England; 6 S.H.; approx. \$1,350; New York; ship (return by air); July 12-Sept. 1; May 16; Teachers college, Columbia Univ., New York 27, N. Y. This course is a graduate level tour and is open only to qualified candidates for the M.A. degree or beyond who must first qualify for admission to Teachers college, Columbia Univ.

**ART:** England, Holland, Belgium, Germany, Austria, Yugoslavia, Italy, France; 3 S.H.; \$1,550; New York; ship; July 2-Sept. 8; Feb.; Art Department, De Pauw Univ., Greencastle, Ind. Not strictly an art tour—typical student tour with emphasis on contact with European students and teachers.

**ART AND MUSIC:** England, Scotland, Holland, Belgium, Germany, Switzerland, Italy, Austria, France; 6 S.H.; \$1,696; Montreal; ship or air; June 17-Aug. 7; deadline not indicated; National College of Education, Evanston, Ill. Through a guided lecture tour of European countries various art forms of music, painting, architecture, sculpture, literature and drama are studied in relation to their various environments, historical backgrounds, cultural and aesthetic influences.

**ART HISTORY:** England, France, Italy, Switzerland, Holland, Belgium; 6 S.H. (undergrad.); \$1,000; New York; ship; dates not indicated; March 1; The Rockford colleges, Rockford, Ill. The course will survey the arts of the Mediaeval and Renaissance Europe encompassing architectural monuments of the Romanesque, Gothic and Renaissance periods. All the major museums will be visited, and the tour has been carefully designed to give participants a genuine contact with the past by visiting some of the smaller towns and villages that have preserved the atmosphere of former ages.

**COMPARATIVE EDUCATION:** Ireland, Scotland, England, Germany, Austria, Switzerland, Italy, France, Belgium, Holland, Denmark, Sweden, Norway; 6 credits; \$987 up; departure point and type of transportation not indicated; 54 or 62 days in Europe; deadline not indicated; Temple Univ., Philadelphia 22, Pa. Educational concepts and practices studied in 8-14 day seminars at the Universities of Exeter, England; Munich, Germany; and at the Sorbonne in Paris.

**COMPARATIVE EDUCATION:** England, France, Switzerland, Italy, Greece, Austria, Germany, Holland; 2-8 S.H. (grad. or undergrad.); approx. \$1,665; Detroit; air; June 18-Aug. 28; June 1; College of Education, Wayne State Univ., Detroit 2, Mich. Members will visit schools, colleges, universities, and other institutions typical of the respective educational systems. Conferences, meetings and talks with educational leaders will be arranged.

**CULTURAL HERITAGE:** England, Belgium, Holland, France, Switzerland, Italy, Spain, Portugal; 6 units; \$1,656 (includes tuition) departure point not indicated, air via polar route; June 16-July 22; deadline not indicated; Sacramento State College, Sacramento 19, Calif. Course description not indicated.

**EDUCATION:** Belgium, England, Germany, Holland, France, Italy, Switzerland; 6 Q.H.; \$1,080; ship; \$1,230 air; Montreal; July 11-Aug. 27 (ship), July 16-Aug. 21 (air); May 15; Mankato State college, Mankato, Minn. Special opportunity to study cultural and educational activities of countries visited.

**EDUCATION:** England, Holland, Belgium, France, Switzerland, Italy, Austria, Germany, Denmark; 6 S.H. (grad. or undergrad.); \$1,200; New York; air; June 7-Aug. 15; Mar. 1; The Rockford colleges, Rockford, Ill. This course provides an opportunity for the study of the modern European educational philosophies and controversies, comparing and contrasting procedures in instruction in basic school subjects, especially reading skills, and inquiring about policies, such as promotion and retention of pupils, teacher recruitment, teacher-pupil ratios, and teacher preparation.

**EDUCATION:** Ireland, England, Holland, Germany, Switzerland, France; no credit; \$1,185; New York; air; June 29-Aug. 9; March; St. Louis Univ., St. Louis 8, Mo. Educational and recreational.

**ENGLISH AND VISUAL EDUCATION:** countries not indicated; credit not indicated; \$1,200; departure point not indicated; air; July 1-Aug. 21; deadline not indicated; Western Illinois Univ., Macomb, Ill. Course description not indicated.

**EUROPEAN INTEGRATION:** Belgium, Holland, Germany, France, Switzerland, Italy; 6 points grad.; \$1,140 (includes tuition); New York; ship; June 28-Aug. 25; deadline not indicated; Danbury State Teachers college, Danbury, Conn. A study of the working and plans to create a common market among the six nations of "Little Europe." Credit in history, political science or economics.

**EUROPEAN COMMUNITIES:** England, France, Belgium, Germany, Switzerland, Austria, Italy; 8 hours; \$1,175 (includes tuition); New York; ship; June 24-Aug. 18; deadline not indicated; Univ. of Idaho, Moscow, Idaho. The focus of study will be placed on social conditions, municipal planning, varieties of patterns of rural and urban life, including interviews and conferences with authoritative European spokesmen.

**FIELD EXPERIENCES:** England, France, Italy, Austria, Switzerland, Germany, Belgium, Holland; 1-4 S.H.; approx. \$1,100; Detroit; air; June 18-Aug. 28; Apr. 20; College of Education, Wayne State Univ., Detroit 2, Mich. This will be an experience in intergroup education. Students will be encouraged to explore on their own or in a small group, and get acquainted with the people and customs.

**FINE ARTS:** England, Holland, Belgium, Germany, Austria, Switzerland, Italy, France 6 credits; \$1,095; departure point and type of transportation not indicated; 51 days in Europe; deadline not indicated; Temple Univ., Philadelphia 22, Pa. Architecture, scul-

ture and painting in countries visited.

**FRENCH:** France; 8 S.H.; \$534 plus transportation; New York or Quebec; air; approx. June 27-Aug. 22; Mar. 15; State University of New York, Albany, N. Y. French language and culture. Each student lives with a French family.

**FRENCH:** France, Switzerland, England; 3 credits; \$670; (costs from July 5-Aug. 2, course period); New York; air; July 5-Aug. 15; Mar. 1; Pennsylvania State Univ., University Park, Pa. The course will be held in Paris for three weeks with the work being set up into three periods: French Government and Politics; The Nature and Prospects of European Integration; and some special French political, social, economic and educational problems. The fourth week will be a field trip to the Council of Europe, European Coal and Steel Community, and International Labor Organization.

**FRENCH:** France; 4 credits; \$495 up; departure point and type of transportation not indicated; 35 days in Europe; deadline not indicated; Temple Univ.; Philadelphia 22, Pa. Study in Paris, based on the courses of the Sorbonne, July 15-Aug. 14, with lecture visits, excursions, theater and opera.

**FRENCH:** France; credit not indicated; \$390 (land cost); departure point and type of transportation to be arranged; July 1-Aug. 2 (in Europe); deadline not indicated; Willamette Univ., Salem, Ore. This program will feature a study period at the University of Grenoble and take week-end excursions into the Alps, etc. A longer version of this program is available; it includes travel through England, Belgium, Switzerland, Germany, Austria and Italy.

**FRENCH AND SPANISH:** France, Spain; 4 S.H.; \$820; New York; ship; July 2-Aug. 27; Mar. 15; Ohio Univ.; Athens, Ohio. Two-hour classes in the morning, five days of the week for four weeks. Study of language, using French and Spanish literature and history as the basis for oral work.

**GEOGRAPHY:** England, Holland, Belgium, Germany, Switzerland, Austria, Italy, Spain, France; 5 Q.H.; \$1,227 from Portland, \$1,058 from Montreal; Portland, Chicago or Montreal; ship; June 27-Aug. 26 (Portland), June 30-Aug. 22 (Montreal); May 10; Oregon College of Education, Monmouth, Ore. The geography and related cultures of Europe. Orientation lectures will be given on shipboard.

**GEOGRAPHY:** England, Belgium, Germany, Austria, Yugoslavia, Italy, Switzerland, France; 6 S.H. undergrad. or 4 S.H. grad.; \$880; New York; ship; July 2-Sept. 8; Jan. 28 College of Liberal Arts, Wayne State Univ., Detroit 2, Mich. Open only to students or teachers who have had at least one course in college geography. Instruction on physical and cultural landscape made in the field.

**GERMAN:** Germany; 10 Q.H. undergrad. or 6 Q.H. grad.; \$390 (land cost); departure point and type of transportation to be arranged; Aug. 1-Sept. 1 (in Europe); deadline not indicated; Univ. of Washington, Seattle, Wash. The study program is conducted in Munich. A comprehensive travel survey tour can be added.

**HISTORY:** England, Scotland, Norway, Sweden, Denmark, Germany, Austria, Italy, Switzerland, France, Belgium, Holland; 6 S.H.; \$1,392; Montreal; ship; June 24-Aug. 25; space limited; Case Institute of Technology, Cleveland 6, Ohio. A study of the history of Western Civilization in its European setting. Many places of historical interest are visited and their meaning and significance explained on the spot.

**HISTORY:** England, Holland, Germany, Austria, Italy, France,



## Hilton to Run 54-Day Tour To Europe for AFT Members

By Richard J. Brett\*

A European summer tour open to AFT members will be conducted June 17 to Aug. 16, this year by Hilton Tours, Vallejo, Calif., which operated successful tours similarly for our members last summer and the previous one.

Completion of major arrangements have been announced by Osgood H. Hilton, Jr., the agency's director, who said tour members will depart from New York, June 17, by Pan American World Airways for London, and visit eight European countries in the 54 days, and return also to New York by Pan American.

Countries to be visited include England, Scotland, France, Switzerland, Italy, Germany, Belgium and Holland. Points of interest on the itinerary will include the World's Fair in Brussels.

Six special meetings with education and labor leaders of Europe are being arranged. Plans for these will be announced later.

### Cost to Be \$1,065

The total cost for this 54-day tour will be \$1,065. This includes round-trip transportation over the Atlantic via Pan American in its new third class accommodations; transportation by motor coach and second class

\*Co-chairman, International Relations committee, American Federation of Teachers.

rail; continental breakfasts, lunches and dinners (with the exception that no lunches will be provided in London, Amsterdam, Rome, Nice and Paris on free days); tips which are part of the hotel or restaurant bill; guide service; special meetings; special tickets; and portage. As one teacher remarked, the program is an "outstanding bargain."

In 1956, Hilton offered the first European tour for AFT members; it was very successful and received numerous compliments from the tour members. One member stated:

"This is my first conducted tour. My feeling about it is that of most of the others—we would sign up for another together right now. It has been that good." Another said:

"I think this tour was beautifully planned. So much was accomplished in so short a time."

Last summer another group of AFT members flew to Europe under Hilton's arrangements.

### Brochure Out Soon

Brochures which explain the program in detail will be in the hands of local presidents shortly. Interested persons can obtain additional copies from the American Federation of Teachers or Hilton Tours, P. O. Box 1007, Vallejo, California.

Since the tour group is limited by the specific number of reservations on the Pan American plane, interested persons will avoid disappointment by making early reservations.

Spain; credit not indicated; \$950 (land cost); departure point and type of transportation to be arranged; July 5-Aug. 25 (in Europe); deadline not indicated; Occidental College, Los Angeles, Calif. Course description not indicated.

**HISTORY:** England, Germany, Holland, Belgium, Austria, Switzerland, France; 4 S.H.; \$895; New York; ship; June 11-Aug. 7, June 22-Aug. 20, or July 2-Aug. 29; deadline not indicated; Pasadena college, Pasadena, Calif. Contemporary history. There are three extensions available.

**HISTORY:** Italy, Austria, Germany, Switzerland, France, Belgium, Holland, England, Ireland; 6 S.H.; \$987; New York; go by ship, return by air; July 1-Aug. 11; limited to 30; Shepherd college, Shepherdstown, W. Va. This is a field trip on the History and Culture of Western Europe. Introductory lectures will be followed by carefully planned visits to various points. Opportunity is given to become acquainted with people, customs, and economic and political problems.

**HISTORY:** England, Holland, Germany, Austria, Switzerland, Italy, France; 5 S.H.; \$1,150; New York; go by ship, return by air; July 8-Sept. 3; Mar. 1; Univ. of Southern California, Los Angeles 7, Calif. Ideas and people of Europe since 1600. Meetings are held with political personages; seminars are held in universities beginning with Oxford and extending throughout the tour.

**HISTORY AND ECONOMICS:** France, Italy, Austria, Germany, Switzerland, Belgium, Holland, Denmark, Sweden, Norway, Scotland, England; 3-9 Q.H.; \$1,245 (includes tuition); New York; air; June 29-Aug. 26; tour membership limited; Brigham Young Univ., Provo, Utah. Three courses available: ancient history to 1715; 1715 to present; and economics.

**HISTORY AND ENGLISH LITERATURE:** England, Scotland, Holland, Belgium, Germany, Swit-

zerland, France; 6 Q.H.; \$745 (includes tuition); New York; air; Aug. 27-Sept. 17; tour membership limited; Brigham Young Univ., Provo, Utah. Tour dates dependent upon Temple dedication for Latter-day Saint Church in London. Tour designed for those with limited time who wish to witness Temple dedication and attend World's Fair in Brussels and visit L.D.S. Temple in Berne, Switzerland.

**HISTORY AND GEOGRAPHY:** Spain, France, Italy, Portugal, Germany, Austria, England, Belgium, Holland, Switzerland, Yugoslavia; 3-9 Q.H.; \$995 (includes tuition); New York; air; June 29-Aug. 26; tour membership limited; Brigham Young Univ., Provo, Utah. Three courses available: ancient history to 1715; 1715 to present; and geography. Age limit: 17-36 years.

**HISTORY AND MUSIC:** England, Scotland, Norway, Sweden, Denmark, Holland, Germany, Austria, Switzerland, Italy, Belgium; 3-9 Q.H.; \$1,030 (includes tuition); New York; air; June 29-Aug. 26; tour membership limited; Brigham Young Univ., Provo, Utah. Three courses available: ancient history to 1715; 1715 to date; and music.

**HISTORY AND RELIGION:** England, France, Belgium, Holland, Germany, Switzerland, Austria, Italy, Spain, Portugal; 4 S.H.; \$1,485; Portland, Oregon, or Seattle, Wash.; air; June 16-Aug. 1; May 1; Marylhurst college, Marylhurst, Ore. Religious emphasis is Catholic, and a chaplain accompanies group. Lourdes and Fatima are included.

**INTERNATIONALISM:** Germany, Switzerland, France, Belgium; 8 S.H.; \$568 plus transportation; New York or Quebec; air; approx. June 27-Aug. 22; Mar. 15; State University of New York, Albany, N. Y. European trends in internationalism. This program combines an academic course given for credit with an individual home-

stay in a family overseas for each student.

**ITALIAN:** Italy; 3-6 hours grad. or undergrad.; \$390 (land cost); departure point and type of transportation to be arranged; July 1-Aug. 1 (in Europe); deadline not indicated; Fordham Univ., New York, N. Y. The program will feature study at the University of Florence. An extended tour can be added.

**LITERATURE:** England, Holland, Belgium, Switzerland, Italy; credit toward teacher's certificate renewal; \$1,250; New York; ship (return by air optional, slight extra cost); July 4-Sept. 3; Apr. 1; St. John's college, Annapolis, Md. Reading and discussion of great works of literature while visiting the sources of our civilization.

**MUSIC:** England, Belgium, Holland, Austria, Germany, Italy, France; 3-5 S.H.; \$1,199; New York; ship; July 10-Aug. 25 (in Europe); deadline not indicated; Univ. of Southern California, Los Angeles 7, Calif. Visits to the great music festivals of Europe, including Bayreuth, Salzburg, and Glyndebourne.

**MUSIC:** Portugal, Spain, France, Italy, Yugoslavia, Austria, Switzerland, Germany, Belgium, Holland, Norway, Sweden, Denmark, Scotland; 4-6 credits; \$975 up; departure point and type of transportation not indicated; 31-65 days in Europe; deadline not indicated; Temple Univ., Philadelphia 22, Pa. Ten-day intensive course at the Mozarteum in Salzburg; 4-8 festivals, 12-24 performances; music, art, history and life today in countries visited.

**NURSING EDUCATION:** England, Belgium, Germany, Switzerland, France; credit not indicated; \$990 (land cost); departure point and type of transportation to be arranged; June 20-Aug. 10 (in Europe); deadline not indicated; Teachers college, Columbia Univ., New York, N. Y. A survey of nursing education, hospital and other medical facilities of Europe offered in conjunction with the International Council of Nurses, Florence Nightingale Educational Foundation, and the League of Red Cross Societies.

**RELIGIOUS EDUCATION:** England, Belgium, Holland, Germany, Austria, Italy, Switzerland, France, Spain; 5 units; \$1,095 by ship, \$1,245 by air; New York; ship or air; June 17-Aug. 27 (ship), June 28-Aug. 16 (air); May 1; Chapman college, Orange, Calif., or Hebrew Union college, Los Angeles, Calif. Undergraduate credit obtained from Chapman college, graduate credit from Hebrew Union college. There will be preliminary and parallel studies in conjunction with tour.

**ROMAN CULTURE:** England, France, Italy, Switzerland, Austria; 6 S.H.; \$1,186; Montreal; ship; June 24-Aug. 22; waiting list only; Summer Session, Univ. of Maine, Orono, Maine. Visits to and discussion of physical remains of Roman culture.

**RUSSIAN STUDY TOUR:** Russia; 6 hours; price and departure point to be announced; air; dates and deadline to be announced; Lafayette college, Easton, Pa. Course description not indicated.

**SEMINAR:** Ireland, England, Wales, Belgium, France, Switzerland, Germany, Italy, Yugoslavia, Spain, Portugal; 4-6 S.H.; \$1,390; departure point not indicated; air; July 5-Aug. 15; deadline not indicated; Springfield college, Springfield 9, Mass. Goal of this seminar program is better understanding of people through living with some families, living in a university hostel, seeing work done with children and older students, observing expressions of people's relation to government, work, art, music, theater and through learning their creative and social development.

**SOCIAL PROBLEMS:** Italy, Austria, Germany, Switzerland, France, Belgium, Holland, England; 3 S.H.; \$1,395; New York; ship; June 23-Aug. 19; early registration advised; Miami Univ., Oxford, Ohio. Contemporary social problems of Western Europe.

**SOCIAL SCIENCE:** countries not indicated; credit not indicated; \$1,395; departure point not indicated; air; July 1-Aug. 22; deadline not indicated; Western Illinois Univ., Macomb, Ill. Course description not indicated.

**SOCIOLOGY:** Belgium, Holland, Germany, Russia, Poland, Czechoslovakia, Austria, Switzerland, France, England; 6 credits; \$1,295; departure point and type of transportation not indicated; 38 days in Europe; deadline not indicated; Temple Univ., Philadelphia 22, Pa. A survey of social conditions in the countries visited.

**STUDY TOUR:** Northwest Europe; 6 credits; \$699; departure point not indicated; air; 14 days; deadline not indicated; Lafayette college, Easton, Pa. Course description not indicated.

**STUDY TOUR:** Continental Europe; 6 credits; \$1,249; departure point not indicated; air; dates and deadline not indicated; Lafayette college, Easton, Pa. Course description not indicated.

**STUDY TOUR:** Northwest and Continental Europe; 6 credits; \$1,349; departure point not indicated; air; dates and deadline not indicated; Lafayette college, Easton, Pa. Course description not indicated.

**STUDY TOUR:** Continental Europe and Scandinavia; 6 credits; \$1,549; departure point not indicated; air; dates and deadline not indicated; Lafayette college, Easton, Pa. Course description not indicated.

**STUDY TOUR:** Countries not indicated; 6 credits; \$1,649; departure point not indicated; air; July 2-Sept. 1; deadline not indicated; Lafayette college, Easton, Pa. Course description not indicated.

**THEATER:** Greece, Italy, France, Belgium, England; 8 S.H.; \$844 plus transportation; New York or Quebec; air; approx. June 27-Aug. 22; Mar. 15; State University of New York, Albany, N. Y. History and development of the theater in Europe. This program combines an academic course given for credit with an individual home-stay in a family overseas for each student.

**WESTERN CIVILIZATION:** England, Belgium, Germany, Austria, Italy, France; 3 S.H.; \$1,125; New York; ship; July 2-Sept. 6; Feb. 15; Clark Univ., Worcester 10, Mass. Comprehensive survey and history of Western European civilization.

**WESTERN EUROPE:** Italy, Switzerland, Germany, France, Holland, Belgium, England; 3 hours; \$1,020 (includes tuition); New York; ship; June 14-Aug. 2; deadline not indicated; Wilmington college, Wilmington, Ohio. Course description not indicated.

### LATIN AMERICA

**ART, GEOGRAPHY, AND SOCIAL SCIENCE:** Mexico; credit not indicated; \$379; departure point not indicated; bus; July 23-Aug. 24; deadline not indicated; Western Illinois Univ., Macomb, Ill. Course description not indicated.

**COMPARATIVE EDUCATION:** Mexico; 2 1/2 S.H.; approx. \$350; Indianapolis; air; May 31-June 14 or Aug. 9-23; 20 days prior to beginning of tour; Indiana Univ., Bloomington, Ind. Designed for adults who desire to become acquainted with the history and culture of Mexico.

**HISTORY:** Mexico, Yucatan, Guatemala, Panama, Peru, Bolivia, Chile, Argentina, Brazil, Uruguay, Venezuela, Caribbean Islands; 3-6 Q.H.; \$1,495 (includes tuition); Los Angeles; air; July 12-Aug. 10; tour membership limited; Brigham Young Univ., Provo, Utah. Emphasis on history and culture.

**SOCIAL SCIENCE:** Northern South America; credit, price and departure point not indicated; air; June 15-July 10; deadline not indicated; Western Illinois Univ., Macomb, Ill. Course description not indicated.

**SOCIAL SCIENCE:** South America; credit not indicated; \$1,199; departure point not indicated; air; July 18-Aug. 17; deadline not indicated; Western Illinois Univ., Macomb, Ill. Course description not indicated.

**SPANISH:** Mexico; 10 Q.H.; \$365 (includes tuition); Provo, Utah; type of transportation not indicated; June 12-Aug. 15; tour membership limited; Brigham Young Univ., Provo, Utah. Classes in beginning and advanced Spanish, also Mexican culture classes in English.

**SPANISH:** Mexico; 6 S.H.; \$240 plus transportation; Tallahassee, Fla.; bus, car, train or air; July 13-Aug. 23; July 1; Dept. of Modern Languages, Florida State Univ., Tallahassee, Fla. This summer study program is conducted at the Instituto Tecnológico de Monterrey. A wide variety of courses are taught in English and Spanish.

**SPANISH:** Mexico; 6 units; cost, departure point and type of transportation not indicated; July 1-Aug. 15; limited to 15 persons; Sacramento State college, Sacramento 19, Calif. Study program encompasses Spanish language, contemporary social and economic conditions of our neighboring republic. Limited to students and teachers who have completed at least one year of Spanish.

**SPANISH:** Mexico; 8 Q.H.; \$200 (not including meals); Carbondale, Ill.; auto; June 26-Aug. 3; tour membership limited; Dept. of Foreign Languages, Southern Illinois Univ., Carbondale, Ill. The first two weeks will be spent on the campus at Carbondale, and will consist of lectures on the history and customs, the art and culture of the country, as well as drill on useful phrases. The group will then spend the remaining three weeks in Mexico City from where a number of side trips will be made.

**STUDY TOUR:** South America; 6 hours; \$1,175 or \$1,550; departure point not indicated; air; dates and deadline not indicated; Lafayette college, Easton, Pa. Course description not indicated.

**WORKSHOP:** Mexico; 6 S.H.; \$390; Miami; air; June 16-July 23; May 1; Univ. of Miami, Coral Gables 46, Fla. Courses which will be offered: Anthropology and Folk Cultures; Art History and Archaeology Field Studies; Art Studio, advanced oil and watercolor; Spanish, intermediate and advanced oral work. In addition to the above curriculum there will be lectures by Mexican and American residents, authorities in various fields.

### CANADA AND ALASKA

**GEOGRAPHY:** Western Canada and Alaska; 3 Q.H.; \$595 (includes tuition); Provo, Utah; bus; Aug. 25-Sept. 17 tour membership limited; Brigham Young Univ., Provo, Utah. The group will travel through the Canadian Rockies to Edmonton, Canada, then to Fairbanks, Alaska, and back to Seattle and through Idaho to Provo. The course is entitled "Alaskan Geography."

**GEOGRAPHY, SOCIAL SCIENCE AND VISUAL EDUCATION:** French Canada; credit not indicated; \$406; departure point not indicated; bus; June 25-July 19; deadline not indicated; Western Illinois Univ., Macomb, Ill. Course description not indicated.

**NATURAL SCIENCE:** Alaska; 2-10 units; \$11.50 per day; Victoria, B. C.; yacht; June 23-Aug. 30; deadline not indicated; Sacramento State college, Sacramento 19, Calif. Study geology, navigation, wild life, glaciation and anthropology. This trip of the inland passage may be taken in sections of two weeks each.

**VISUAL EDUCATION:** Alaska; credit not indicated; \$975; departure point not indicated; air; July 24-Aug. 15; deadline not indicated; Western Illinois Univ., Macomb, Ill. Course description not indicated.



## Quaker City's Low Salaries Throw Schools in Shambles

PHILADELPHIA, Pa. — The Philadelphia Story currently is not the stage and screen romance that delighted millions but a tragedy of low salaries and teacher shortages in its public schools downgrading the education of the city's young people.



Mr. Baack

While the Philadelphia Federation of Teachers, Local 3, asked for an \$800 across the board increase, over the BA beginner's \$3,700 and MA maximum of \$6,300, effective Jan. 1, the board of education responded with an ineffective \$200 at the minimum and \$100 at the maximum with no raises for 40 percent in the middle.

Gustav A. Baack, Local 3 president, said the board ignored efforts to obtain pay high enough to keep teachers from quitting the city, and that the flimsy increase had solidified them for continued action.

### Substitutes Increase

Meanwhile higher nearby salaries, better pay in business and industry and poor teaching conditions had so depleted the supply of qualified teachers that some teaching staffs include 30 per cent or more substitutes.

An increasing number of "difficult" schools were having trouble getting and holding permanent teachers. Substitutes were being assigned on a permanent basis and the growing difficulty was to obtain substitutes.

Instructions to principals called for the use of counsellors, librarians and special assistants as teachers. Meanwhile the

board of education was spending \$100,000 a year for experimental television, and \$120,000 of school funds toward a city-sponsored juvenile aid program.

### Ups Age Limit

The school board was sponsoring radio pleas to retired and overage teachers to return to service and liberal arts college graduates were being promised permanent positions with an opportunity to make up their education credits later. The overage mark was increased to 68.

The Philadelphia tragedy stems back to several years ago when the board created the policy of hiring permanent teachers either by qualifying examinations or after a 60-day probationary period. Now, many teachers who have failed the regular examinations may qualify for permanent assignment under the 60-day plan, in spite of the fact that the state requires a two-year probationary period.

The Philadelphia Federation of Teachers fought and marshalled opposition to this lowering of standards. Hundreds of citizens wrote protests after the Federation exposed the policy in a newspaper advertisement. The board ignored all opposition.

### Lowers Standards Again

Then another ruling permitted the employment of teachers with only two years of college. "Now," said Baack, "we have the spectacle of math teachers who can't figure, and English teachers who cannot speak correct English."

At the beginning of the 1955-56 year, the board issued a garbled "all is well" statement on the schools, but investigation revealed a shortage of 300

teachers. This year Local 3 smoked out an admission of a shortage of 695, more than double that of last year, and also an admission that more than 250 vacancies had been filled without regular examinations.

The Philadelphia Federation of Teachers submitted its demands for salary and other reforms at the annual hearing on the proposed budget which the board must hold by law. It called the 1958 school budget as submitted "fantastic."

### Calls Budget Tragedy

"This is not a budget," Baack told the board in presenting the statement. "It is a tragedy. In it are buried the hopes of Philadelphia's teachers and of its future citizens. If the proposal is financially sound, then we are educationally bankrupt."

The Philadelphia Local's statement told the board bluntly that its hearings for years have been for little more than to satisfy a legal requirement, and asked "How long can this go on?" It added:

"This is a period of national need, great social problems, Russian advances in science and engineering, and our own dangerous lag. Meanwhile, Philadelphia, our third largest city, has little to offer educationally but excuses."

### Salaries the Key

"There is—let us face it—one solution to our school problem—more qualified teachers. We can get them only with better salaries. With adequate salaries, other school problems in Philadelphia will assume their proper perspective."

The Local 3 proposal also called for 10 years credit to teachers for outside teaching experience, and a longevity increase after 25 years' service, and noted that a bill in the state legislature to increase Philadelphia school tax revenues received only "back-door" support from the board last year.

## Pima County Sets a Record In Members' Dues Benefits

TUCSON, Ariz. — "What do I get for union dues?"

This is a question frequently

asked by non-union teachers. Those in Tucson and surrounding Pima county who are members of the Pima County Teachers Union, Local 1238, know the answer and are not worried about being short-changed.



Mr. Murray

Richard Y. Murray, Local 1238's president, itemized the Local's accomplishments in the less than three years it has been chartered, and added projects under way.

It all adds up to quite a lot, as well as to why Local 1238 is growing in membership and its members are pretty sure they are getting their money's worth.

### Lists Accomplishments

Murray's list contains more teacher benefits secured and being secured than could be cited by any local or near-by non-union teachers organization over a decade or longer. It shows that since Local 1238 was organized, it has:

1) With the help of organized labor, obtained the most significant salary increase given teachers in the last 10 years, and is working for another next year to bring pay schedules up to more nearly what they ought to be;

2) Reached a new high in membership this fall, enrolling teachers in all the high schools and junior high schools in its jurisdiction as well as an encouraging number in elementary schools of the county.

### Defense of Teachers

3) Defended a non-union principal friendly to union

teachers, and two of its own members with its own money and help from the American Federation of Teachers defense fund, while setting up a defense fund of its own.

4) Worked out an agreement with other AFL-CIO Locals to provide union teachers with summer jobs;

5) Joined in providing AFT group occupational liability insurance to its members, as well as in channeling other AFT benefits.

6) Supported two local school bond issues and helped in other school and teacher welfare projects;

### University Speakers

7) Supplied speakers to the school of education of the state university, as well as before labor groups and on local, state and national radio programs;

8) Engaged in community services, aided a crippled children's clinic with projects and money, and participated in voters' registration drives;

9) Contributed a labor member to the Arizona Council on Education and provided personnel for local labor school programs, while members were honored with leadership positions in local and state labor bodies, and

10) Supported state school legislation; is planning to become more active in this area as well as in school board elections.

### Scholarship Exams

Murray added: "A tremendous amount of work remains to be done." Meanwhile, the Arizona AFL-CIO education committee has assigned Local 1238 the job of preparing the examination questions for Arizona high school seniors who want to compete for the six scholarships offered by the AFL-CIO in April.

## Decatur, 877, Box Score, 30 Asked and 17 Gained

DECATUR, Ill. — It probably didn't have a "ten year plan," as such, but the Decatur Federation of Teachers, Local 877, of which Ned Freeman is currently president, has chalked up an impressive list of benefits for the teachers of its community in the last decade.



Mr. Batthauer

In March, 1947, the Local presented the board of education with requests for approximately 30 reforms in policies and working conditions. Dave Batthauer, past president, lists the following 17 as having been obtained, in the current issue of the Local's Union Teacher Indicator:

### Voice in Salaries

"Teachers may be heard regarding salaries; Labor Day a holiday; ten days sick leave with pay and accumulative sick leave up to 30 days in one year; use of school mail boxes and bulletin boards for Federation business, and one year's leave without loss of tenure after 5 years plus service.

"Also, appropriate salary in-

crements to encourage additional college training; staff members to be notified of vacancies occurring during the year; seniority consideration in requests for transfer; the right to join an organization of the teacher's choice, and classes of 25 with a 30 maximum.

### One Free Period

"Also, one free period for all teachers; special teachers for elementary schools in art, music and P.E. as needed; one visiting day a year; board responsibility for children on field trips as in classroom; no discrimination against married teachers, and probation status for substitutes assigned to full time."

Beginning with the 1957 school year, following two years of intensive work by Local 877 on professional growth, Decatur teachers can qualify professional growth in any of the three following ways: (1) college of 4 hours every four years or 8 hours in any one summer of first four years, such credit to be good for two four-year cycles; (2) local workshops, paid for by the school boards, or (3) travel, special community service, or work experiences as mutually agreed upon by the superintendent and the teacher.

## Boards Appeal Two Illinois Defense Cases

OTTAWA, Ill. — School boards "die hard" when their rights to hire and fire, especially the latter, are challenged in court.

The case in which the Circuit court of Kankakee ordered Joseph Jepson, coach and teacher, reinstated in his teaching job in Bradley-Bourbonnais high school, has been appealed to the appellate court at Ottawa by the board.

The case of Mrs. Ethel Smith, Lerna, Ill., teacher, has been appealed by the board to the same court in Springfield, after Circuit court Judge John Spivey declared "we need more teachers like her."

Jepson was fired after accusing his school of using an ineligible football player, and Mrs. Smith was charged with incompetency and failure to enforce discipline which was disproven in Circuit court.

Details of the two cases are given in the Nov., 1957, issue of the American Teacher. Both teachers are AFT members and are being aided by the AFT Defense fund.

## Union Teachers to Be Labor Education Arm in Arizona

PHOENIX, Ariz. — The Arizona AFL-CIO has notified Bill Karnes of Phoenix, president of the Arizona Federation of Teachers, that it will work through and consult with the teachers' union rather than non-union organizations in supporting public school issues, especially in the legislature.



Mr. Karnes

The policy was adopted in the form of a resolution at the last state labor convention. All matters of school legislation are to be referred to the teachers union before the AFL-CIO backs or opposes any of them.

The action was taken because it was found that before the days of the state teachers union, when labor backed education bills generally, not all recommendations of the so-called education association, school administrators and others, were

democratic or in the best interests of children or classroom teachers.

**"If I could only skate like other kids"**

*Survival is not enough!*

**Join THE MARCH OF DIMES**